



State of the Tech Workforce

Nationwide | State | Metro Area

Tech Hiring Trends | Wages | Workforce Characteristics

CompTIA.org

STATE OF THE TECH WORKFORCE | CYBERSTATES 2024

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State of the Tech Workforce can be accessed online at [Cyberstates.org](https://www.cyberstates.org).

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ABOUT

ABOUT COMPTIA

The Computing Technology Industry Association (CompTIA) is the world's leading information technology (IT) certification and training body. CompTIA is a mission-driven organization committed to unlocking the potential of every student, career changer or professional seeking to begin or advance in a technology career. Millions of current and aspiring technology workers around the world rely on CompTIA for the training, education, professional certifications and thought-leadership that give them the confidence and skills to work in tech.

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ABOUT STATE OF THE TECH WORKFORCE

CompTIA designed State of the Tech Workforce, also 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.

As with any sector-level report, there are varying interpretations of what constitutes the tech sector and the tech workforce. Some of this variance may be attributed to the objectives of the author. Is the goal to depict the broadest possible representation of STEM and digital economy fields, or a more narrowly defined technology subset? Is the goal to capture all possible knowledge workers, or a more narrowly defined technology subset? CompTIA weighs a number of factors in making these decisions. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions.

IMPORTANT NOTE about timing: the 2023 estimates and 2024 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 2023 and early 2024 will likely not be fully reflected in the data.

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DEFINING NET TECH EMPLOYMENT

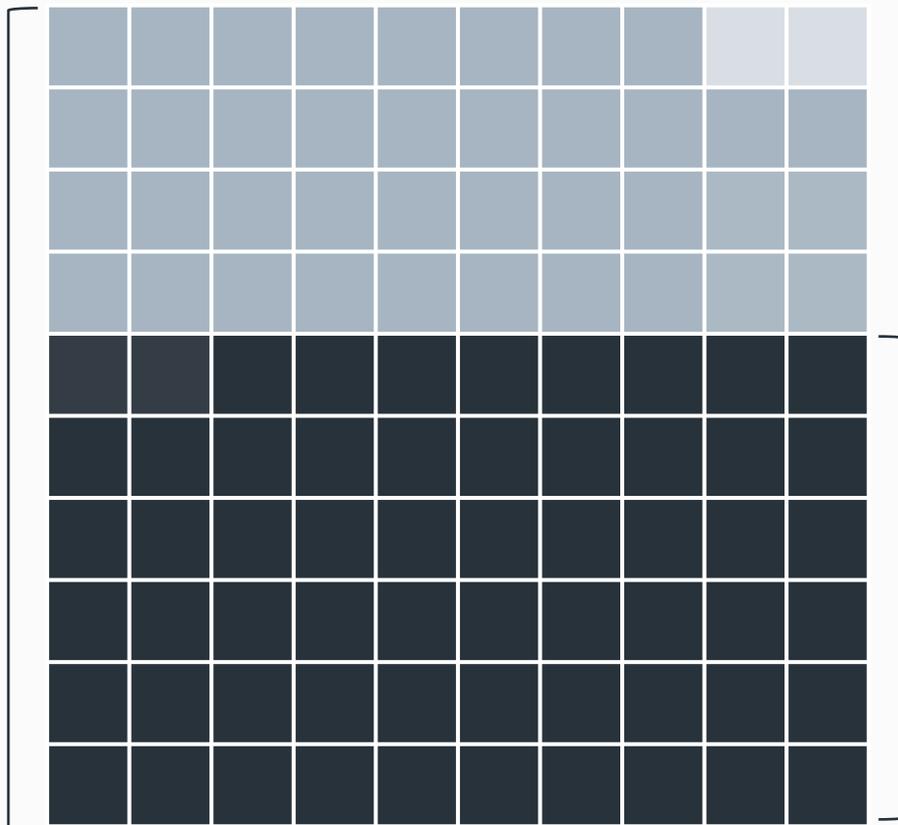
The tech workforce consists of two primary components, represented as a single figure by the 'net tech employment' designation. The foundation is the set of technology professionals working in technical positions, such as IT support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (45%), but many others are employed by organizations across every industry sector in the U.S. economy (55%).

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 39% of the net tech-employment total consists of tech industry business professionals.

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

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

9.9 million
Projected total
workers in 2024



61%
% of NET tech
employment is
in technology
occupations

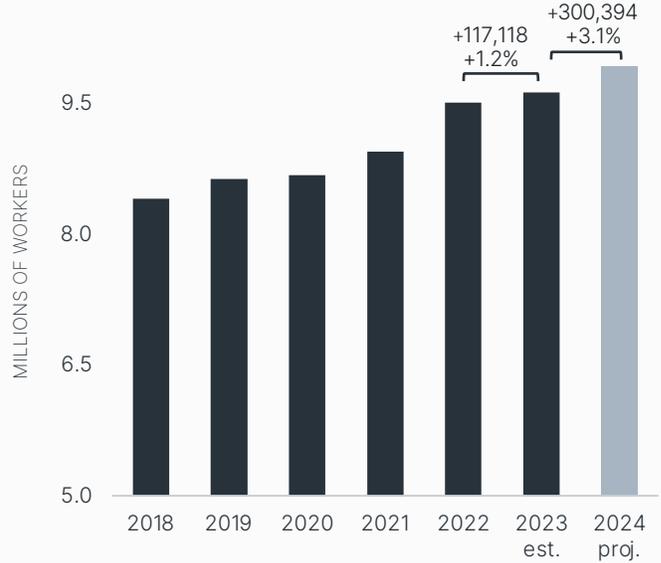
 = 100,000 workers

YEAR IN REVIEW

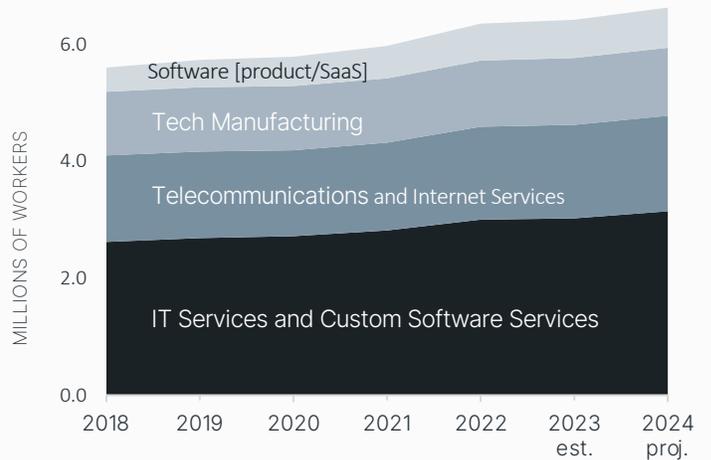
KEY POINTS

- The 2023 estimates and 2024 projections are presented with 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 2023 and early 2024 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 9,620,582 workers in 2023, an increase of 1.2% year-over-year or approximately 117,118 additional workers employed in technology. Net tech employment is forecasted to grow by 3.1% to 9.9 million in 2024.
- Among the components of net tech employment, the tech sector side of the equation is projected to grow 3.3% in the year ahead, while the occupation side across the economy is projected to grow at 3.5%.
- Within the technology industry category, which encompasses technology occupations and supporting business occupations, growth has varied. Since 2018, the IT services and custom software services category powered job growth, accounting for 50% of job gains. Software [product] accounted for 29% of the job gains in the same time period. Tech manufacturing saw a fall in number of jobs created in 2020 and 2021 but is forecasted to grow at 1.8% in 2024.
- The interconnected nature of technology across software and applications, infrastructure and hardware, data, support operations and cybersecurity, means job growth tends to occur in concert. On a volume basis the large software and IT support categories contribute the most to employer gains numerically, while on a percent change basis the categories covering all things data and cybersecurity are growing the fastest.
- Top projected growth occupations for 2024:
 - 5.5% Data Scientists and Data Analysts
 - 5.1% Cybersecurity Analysts and Engineers
 - 4.8% Software Developers and Engineers
 - 4.3% Software QA and Testers
 - 4.3% Computer and Information research Scientists
 - 3.6% CIOs and IT Directors
 - 3.6% Web Developers
 - 3.6% Web and Digital Interface Designers
- Economic impact data further corroborates the importance of the tech sector. As a percentage of the overall U.S. economy, the tech industry accounts for 8.9% of direct economic value, which translates to over \$2 trillion.

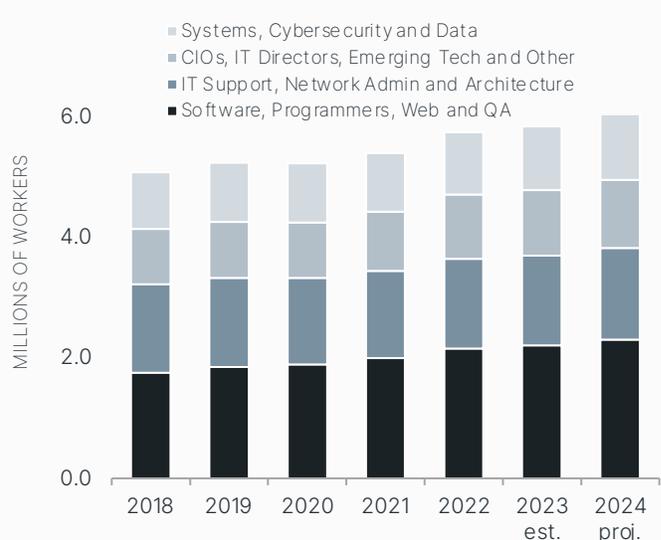
NET TECH EMPLOYMENT TRENDING



TECH INDUSTRY EMPLOYMENT TRENDING



TECH OCCUPATION EMPLOYMENT TRENDING



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

THE DECADE AHEAD

KEY POINTS

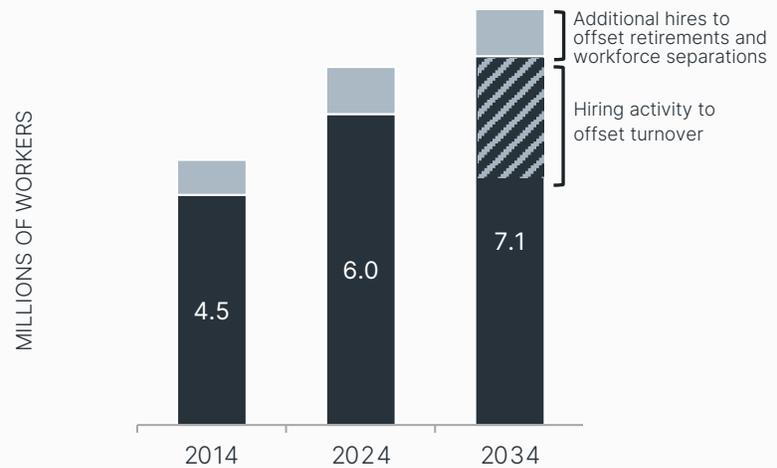
- According to projections from the U.S. Bureau of Labor Statistics and Lightcast, in the next ten years the tech workforce will grow twice as fast as the overall U.S. workforce. The macro trend of digital transformation means demand for tech talent across the full spectrum of tech job roles will continue unabated.
- Calculating future workforce needs over the next decade is a function of several variables. There is a growth component, which may entail organizations adding headcount due to expansion or possibly to support new emerging technologies. There is a retirement factor, with a portion of the workforce transitioning away from the labor market permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, layoffs, a return to school, family pursuits, or other. Changes to any of these variables will affect future workforce projections.
- The replacement rate for tech occupations during the 2024-2034 period is expected to average about 6% annually, or approximately 350,000 workers each year, totaling several million through 2034. The total turnover rate, which encompasses workers transitioning within tech such as those promoted into a new role, is estimated to average 36% 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:

304%	Data Scientists and Data Analysts
267%	Cybersecurity Analysts and Engineers
225%	Software Developers and Engineers
177%	Software QA and Testers
134%	Web Designers and UI/UX
134%	CIOs and IT Directors
125%	Web Developers
86%	Database Architects
82%	Emerging Tech, IT Project Mgt., Other
73%	Systems Analysts and Engineers
47%	Network, Cloud Admin and Engineers
38%	IT Support Specialists
17%	Network/Cloud Architects

- Employer job posting data from Lightcast provides another layer of insight into the tech job market outlook. The data provides a more up-to-date look at the skills and experiences employers seek.
- Overall tech job postings reached record levels during the post-pandemic hiring frenzy of 2021-2022 and then fell back to a normalized range. Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made.

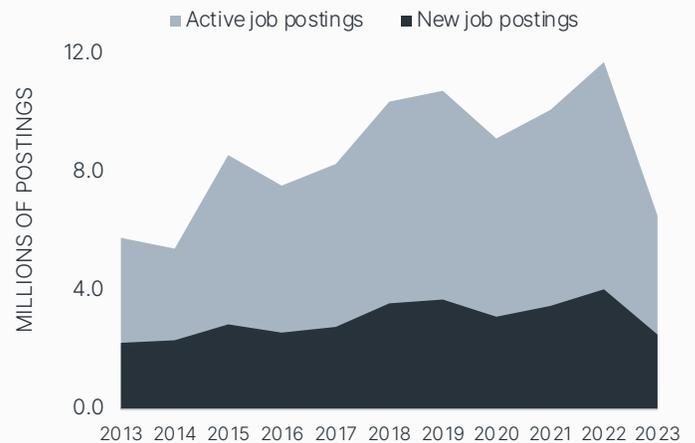
TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



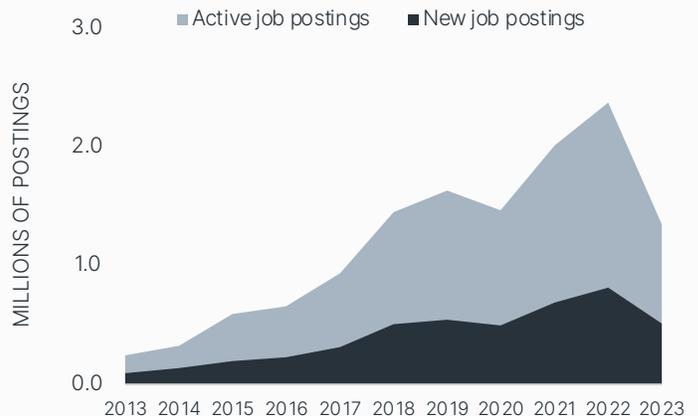
AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by U.S. employers



EMERGING TECH HIRING ACTIVITY

Annual emerging tech job postings by U.S. employers



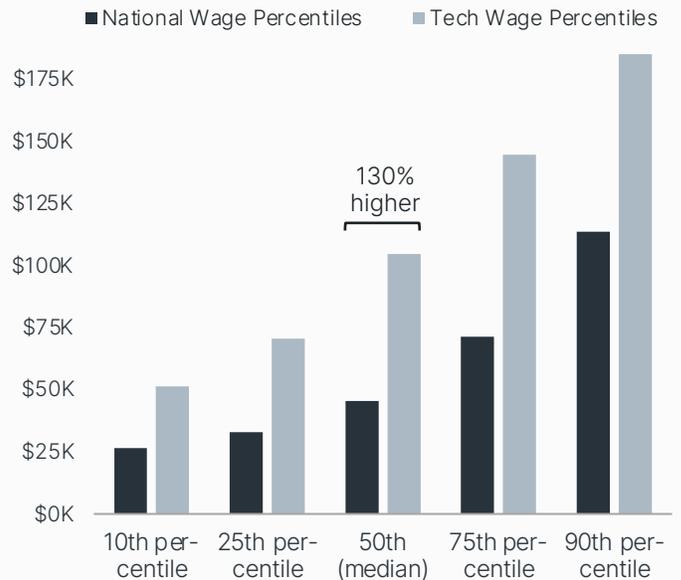
Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

THE MANY FACETS OF WAGE DATA

KEY POINTS

- There are many nuances to the tech wage discussion. At the industry level – meaning the universe of technology companies in the sector, wages encompass all staff positions, from the CEO down to entry-level helpdesk workers. Both technical and non-technical positions factor into the industry wage calculation. Because of the diversity of positions covered, interpreting summary industry wage data requires accounting for these factors. In comparison, tech occupation wages cover only technical positions. This is the primary focus of the wage data of this report.
- Cost of living differences mean the wages in one location are not directly comparable to another. For example, the buying power of a salary in San Francisco will not go nearly as far as in Des Moines. According to the National Association of Realtors, the median price for a home in Silicon Valley exceeds \$1.2 million. See CompTIA IT Salary Calculator for detailed wage data across 400+ metro areas.
- Beyond location, the other important variables to consider when reviewing wage data are job role, areas of expertise, job experience, industry sector, and company size. A skilled employee in a hot field such as artificial intelligence, working for a Fortune 500 company, will earn on average far more than a tech worker in an established field, working for a small business in a rural area.
- Percentiles help provide insight into wage ranges. This approach minimizes the impact of outlier data points, such as workers receiving massive stock payouts. It is also useful in depicting wages along common career paths, with workers just starting out earning wages at the 10th percentile, and then with experience and additional training and certification, moving up through the higher wage levels.
- Across all tech occupation categories covered in this report, the median wage, also referred to as the 50th percentile or midpoint, was an estimated \$104,556 in 2022, the most recent year of available government data. This figure is more than double the median wage across all occupations of the U.S. labor force. Note: sources such as Glassdoor may provide more real-time data but the tradeoff is a higher degree of data uncertainty than data from the U.S. Bureau of Labor Statistics.
- The scatterplot graph to the right illustrates the degree to which wages will differ across states. The data presents wages for software developers and IT support specialists across percentiles. Tenth and 25th percentiles often correspond to early-stage career positions (e.g. 0-4 years of experience), while 75th and 90th percentiles cover higher-end experience and expertise.
- When drilling down to the metro area level, wage differences may become even more pronounced. Top tier wages in locations such as San Jose or New York City may run into hundreds of thousands, if not more when factoring in bonuses or stock options.

ANNUAL WAGE COMPARISON ACROSS OCCUPATIONS



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

Wage percentile examples for Software Developers and IT Support Specialists



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

KEY FINDINGS – NATIONAL EMPLOYMENT

U.S. NET TECH EMPLOYMENT

- U.S. net tech employment totaled an estimated 9.6 million in 2023, a gain of 1.2% compared to the previous year. Net tech employment is projected to grow at an estimated 3.1% year-over-year reaching 9.9 million in 2024.
- Net tech employment accounted for approximately 5.9% of the overall U.S. workforce in 2023. As noted previously, because of the blurring of lines across industries, there is a degree of undercounting in tech sector employment.

U.S. TECH INDUSTRY EMPLOYMENT

- U.S. tech industry employment totaled an estimated 6.4 million in 2023, an increase of 63,336 workers from 6.3 million in 2022. Tech industry employment is projected to grow at an estimated 3.3% year-over-year reaching 6.6 million in 2024. As noted, tech industry employment is a subset of net tech employment.
- Tech manufacturing employment totaled an estimated 1.1 million in 2023 and is projected to grow by 20,948 jobs in 2024.
- Among the seven major tech manufacturing subsectors – the OEMs and companies producing computing hardware, peripherals, semiconductors, etc., one is projected to experience employment losses, while the remaining categories are projected to experience job gains.
- Employment in the telecommunications and Internet services sector totaled an estimated 1.6 million in 2023, projected to go up by 37,650 jobs in 2024. These employment gains are driven by growth in the data processing, hosting, and search portal services categories, where employment should increase by 36,220 jobs. Wired and wireless telecommunications services are projected to lose 7,207 jobs for the same time period.
- The software category, consisting of general purpose software that is not custom developed, also known as published or packaged software products (including SaaS), employed an estimated 648,374 workers in 2023, and is projected to add more than 37,000 net new jobs. On a percent change basis, software will lead the tech sector with a 5.7% projected year-over-year growth rate.
- The IT services and custom software services subsector will generate the largest numerical gain in employment, adding nearly 116,500 net-new jobs in 2024. This gain of 3.9% will increase the employment base to 3.14 million. This growth reflects the ongoing digital transformations occurring across the economy and the corresponding need for expertise in areas such as cloud computing migration, application integration, process automation, data analytics, and cybersecurity.

U.S. TECH OCCUPATION EMPLOYMENT

- Tech occupation jobs reached an estimated 5.8 million workers in 2023 and is projected to increase by 203,125 jobs in 2024. On a percent change basis, the annual growth rate is 3.5%.
- Since 2018, more than 760,000 new tech occupation jobs were added, a function of the demand for tech talent across every industry sector in the economy.
- On a numeric basis, software developers, systems engineers and cybersecurity analysts, network architects, and IT support specialists recorded the largest gains in employment. While the U.S. Bureau of Labor Statistics does not yet break out many emerging tech roles, other data sources indicate these new specialties are starting to make meaningful contributions to the growth of the tech workforce.

U.S. NET TECH EMPLOYMENT

	<u>2023</u> <u>est.</u>	<u>2024</u> <u>proj.</u>	<u>Numeric</u> <u>Change</u>
Tech Occupation Employment	5.8m	6.0m	+203,125
Tech Industry Employment	6.4m	6.6m	+212,287
Net Tech Employment	9.6m	9.9m	+300,394

U.S. TECH INDUSTRY EMPLOYMENT

	<u>2023</u> <u>est.</u>	<u>2024</u> <u>proj.</u>	<u>Projected</u> <u>Numeric</u> <u>Change</u>
PC, Semiconductor, Components, Tech Manufacturing	1.1m	1.2m	+20,948
Telecom, Cloud Infrastructure, Data Processing, Hosting	1.6m	1.6m	+37,650
IT & Custom Software services	3.0m	3.1m	+116,547
Software [product]	648,374	685,517	+37,143
Total	6.4m	6.6m	+212,287

TECH OCCUPATION CATEGORY SUMMARY

	<u>2023</u> <u>est.</u>	<u>2024</u> <u>proj.</u>	<u>Projected</u> <u>Numeric</u> <u>Change</u>
Software, Programmers, Web and QA	2.2m	2.3m	+96,599
IT Support Specialist and Technicians	809,967	827,529	+17,562
Cybersecurity and Systems Engineers	699,534	723,373	+23,839
Network Engineers, Architects and Support	675,992	690,637	+14,645
Emerging Tech, IT Project Mgt. and Other	452,715	465,855	+13,140
Database, Data Science, Analytics and CS	352,963	368,139	+15,176
Total	5.8m	6.0m	+203,125

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

KEY FINDINGS – STATE EMPLOYMENT

STATE NET TECH EMPLOYMENT

- Most states experienced positive job gains in net tech employment from 2022 to 2023. States that saw losses include Alaska, North Dakota and Massachusetts. The District of Columbia also saw a loss. All states are projected to generate positive tech employment job growth in 2024.
- While the largest job gains are associated with the states with a significant tech presence, the fact that most states experienced 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 28% larger and its economy is 52% 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 many State of the Tech Workforce categories related to size and scale.
- California's net tech employment was an estimated 1,533,554 workers in 2023, a gain of 471 net new jobs year-over-year. States that experienced notable tech employment gains include Texas, Florida, New York, North Carolina and Washington.
- On a percent change basis, the top five states for job growth in 2023 were Wyoming (+3.3%), West Virginia (+3.3%), Montana (+3.1%), Arkansas (+2.9%), and Texas (+2.9%).
- 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 5.9%.
- Washington and the District of Columbia have the highest concentration (9.4%) 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: 9.4%
 - District of Columbia: 9.4%
 - Virginia: 8.9%
 - Colorado: 8.5%
 - Massachusetts: 8.3%
 - New Hampshire: 8.1%
 - Maryland: 8.0%
 - California: 7.8%
 - Utah: 7.1%
 - Oregon: 6.7%
- Conversely, the states with the lowest concentration of tech workers are: Wyoming, Mississippi, Louisiana, Alaska, and West Virginia.

TOP STATES BY NET TECH EMPLOYMENT

1. California	1,533,554
2. Texas	936,296
3. New York	574,225
4. Florida	532,760
5. Virginia	379,451
6. Washington	358,616
7. Illinois	337,272
8. Massachusetts	319,989
9. Pennsylvania	313,152
10. Georgia	312,010

TOP STATES BY NET TECH EMPLOYMENT JOB GAINS

1. Texas	25,977
2. Florida	14,225
3. New York	7,998
4. North Carolina	7,273
5. Washington	3,989
6. Georgia	3,869
7. New Jersey	3,531
8. Tennessee	3,510
9. Virginia	3,486
10. Pennsylvania	3,001

TOP STATES BY PROJECTED % CHANGE IN TECH OCCUPATION GROWTH 2024-2034

1. Utah	33%
2. Wyoming	29%
3. Texas	28%
4. New York	26%
5. Nevada	25%
6. Idaho	25%
7. West Virginia	24%
8. Tennessee	24%
9. Mississippi	24%
10. South Carolina	22%

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

KEY FINDINGS – STATE TECH STARTUPS AND ECONOMIC IMPACT

STATE TECH COMPANIES AND STARTUPS DRIVE INNOVATION

- Most states added to their base of tech business establishments. These could be startups launching a new tech venture or established tech firms expanding operations with another business unit (e.g. opening a new business establishment in another state). Nationally, the count of tech business establishments increased 5.0% in 2023, or the equivalent of 31,258 additional business establishments.
- On a numeric basis, Florida had the largest year-over-year increase of net-new tech business establishments (+2,474). Rounding out the top five for net-new tech business establishments were Virginia, Texas, New York, and North Carolina. On a percent change basis, Montana experienced the largest increase at 10.4%, followed by Vermont, Mississippi, Kansas, and Idaho.

STATE TECH ECONOMIC IMPACT

- Economic impact is an assessment of output – the dollar value of goods and services produced during a given year (also referred to as gross domestic or regional product). As a percentage of the overall U.S. economy, the tech industry accounts for 8.9% of direct economic value, which translates to over \$2.04 trillion.
- A total of 30 states have a tech sector that generates \$10 billion or more in direct economic impact to the state. California tops the list at a massive \$542.5 billion in economic impact, representing 16.7% of the state's economy. On a dollar basis the other top states include New York, Texas, Washington, Florida, and Massachusetts.
- In addition to the direct economic impact, there are downstream, indirect benefits of the technology industry. One way to assess this impact is the use of job multiplier metrics, also referred to as input-output modeling. For example, the IT services and custom software development services category has an estimated jobs multiplier of 4.8. For every one job in this tech subsector, an estimated 4.8 additional jobs are created or supported through direct, indirect, or induced means.

STATE EMPLOYER JOB POSTINGS

- On volume basis the top states for employer hiring activity via tech job postings in 2023 were California, Texas, Virginia, Florida, and New York.
- Top states for emerging tech job postings in 2023 were California (83,043), Texas (46,530), Virginia (31,089), New York (30,286), Massachusetts (28,739), and Illinois (25,970).
- Emerging tech job postings as a percentage of total tech job postings are highest in Massachusetts (29.9% of IT job postings are emerging tech), North Dakota (28.9%), Vermont (28.8%), Washington (27.7%), and Maine (27.3%).

THE WORK FROM HOME (WFH) IMPACT

- The job posting data confirms a momentous shift in thinking about work location among employer and employees. Among all tech job postings in 2023, 21% specified a WFH or hybrid work option, or slightly over 608,400.

TOP STATES BY NUMBER OF NEW TECH BUSINESS ESTABLISHMENTS IN 2023

1. Florida	2,474
2. Virginia	1,874
3. Texas	1,832
4. New York	1,564
5. North Carolina	1,562
6. Michigan	1,471
7. Ohio	1,398
8. Colorado	1,348
9. California	1,207
10. Illinois	1,176

TOP STATES BY TECH ECONOMIC IMPACT AS % OF STATE ECONOMY

1. Washington	21.8%
2. California	16.7%
3. Massachusetts	12.6%
4. New Hampshire	12.5%
5. Colorado	12.0%
6. Oregon	11.1%
7. Virginia	10.8%
8. Utah	10.0%
9. New York	9.0%
10. Maryland	8.9%

TOP STATES FOR EMPLOYER JOB POSTINGS FOR TECH OPENINGS

1. California	320,399
2. Texas	265,208
3. Virginia	164,958
4. Florida	139,049
5. New York	128,523
6. Illinois	127,677
7. Georgia	105,917
8. North Carolina	103,791
9. Maryland	99,431
10. Massachusetts	96,043

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

KEY FINDINGS – METRO AREA EMPLOYMENT

METRO AREA NET TECH EMPLOYMENT

- The top ten metropolitan areas employ a about 3.5 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 a little more than 700,000 tech industry and tech occupation workers. The discussion doesn't end there, however, as technology increasingly has a significant presence across the nation. Cities such as Boston, Seattle, New York, Dallas, Atlanta, Los Angeles, Denver and more, boast sizable tech workforces and notable job gain rates. This includes the sometimes "under the radar" tech cities of Austin, Raleigh, Charlotte, Phoenix, Detroit, Orlando, and more.

METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At 30.3%, 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 5.9%, 27 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 24,836 tech business establishments. Other top cities are Washington DC, Los Angeles, Dallas, and Denver.
- The vast majority of tech business establishments are categorized as small businesses under the Small Business Administration's definition of up to 500 employees.
- Outside of the top five, the next largest metropolitan areas for the number of tech sector business establishments include Seattle, Boston, Chicago, Miami, and San Francisco.

METRO AREA EMPLOYER JOB POSTINGS

- Cities with the most tech job postings in 2023 were Washington DC, New York, Dallas, Chicago, Los Angeles, and Atlanta.
- Emerging tech job positions were highest in New York City (39,760), Washington DC (39,497), San Francisco (25,611), Boston (25,314), and San Jose (21,141) round out the top five cities for emerging tech job postings.

TOP METROS BY NET TECH EMPLOYMENT

1. New York City	594,191
2. Washington DC	376,034
3. Los Angeles	375,831
4. San Francisco	365,494
5. San Jose	364,882
6. Dallas	360,322
7. Seattle	287,621
8. Boston	268,934
9. Chicago	245,800
10. Atlanta	229,584

TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

1. Dallas	10,691
2. New York City	8,312
3. Austin	4,259
4. Miami	3,119
5. Houston	2,932
6. Orlando	1,980
7. Nashville	1,956
8. Atlanta	1,763
9. Charlotte	1,613
10. Raleigh	1,417

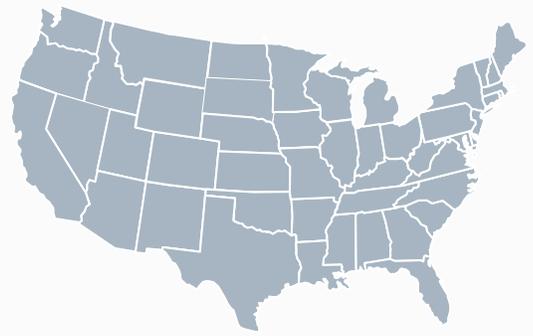
TOP METROS BY TECH ECONOMIC IMPACT AS A PERCENT OF LOCAL ECONOMY

1. San Jose	54.5%
2. Seattle	29.1%
3. San Francisco	28.1%
4. Austin	22.2%
5. Raleigh	16.1%
6. Portland	14.7%
7. Boston	14.4%
8. Washington DC	13.2%
9. Denver	13.0%
10. Atlanta	11.8%

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

NATIONAL SNAPSHOT

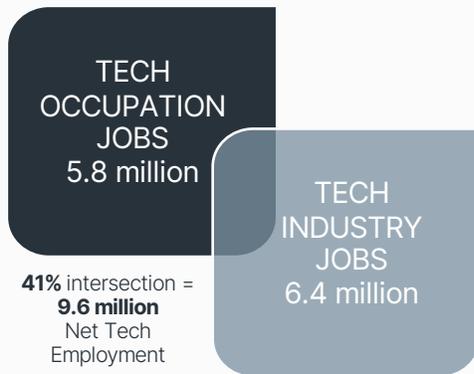
United States



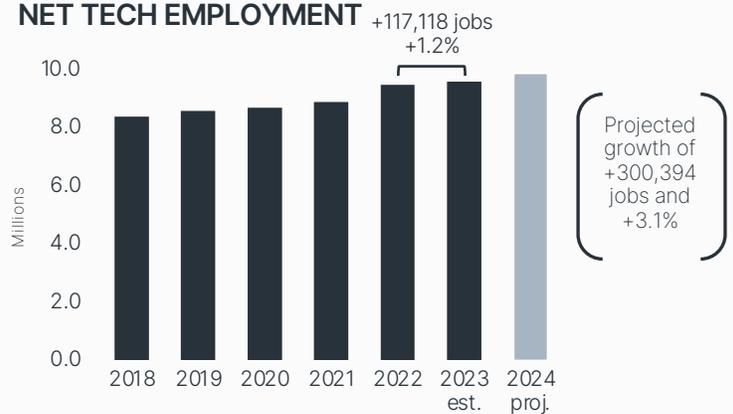
STATE OF TECHNOLOGY SUMMARY

- 9,620,582 NET TECH EMPLOYMENT¹
- 5.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.04t ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.9% ECONOMIC IMPACT AS A % OF OVERALL
- 659,567 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 2,872,821 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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



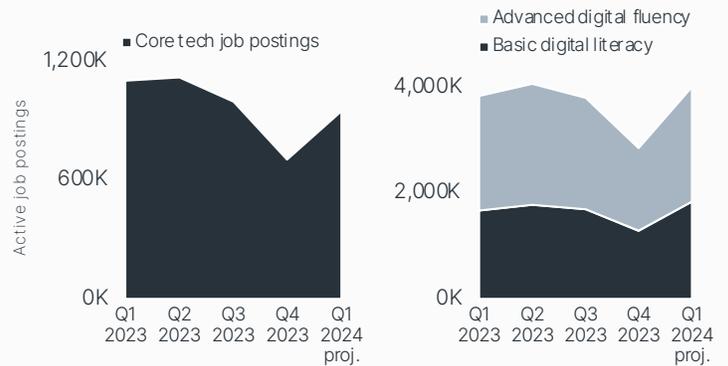
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

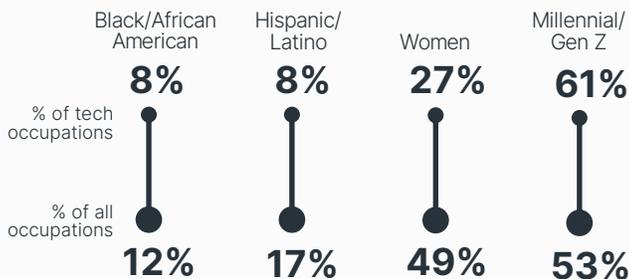
	2023	2024 % Change ³
Software, Programmers, Web and QA	2,200,449	4.4%
IT Support Specialist and Repair Technicians	809,967	2.2%
Cybersecurity and Systems Engineers	699,534	3.4%
Network, Cloud Engineers, Architects, Admin	675,992	2.2%
Emerging Tech, IT Project Mgt. and Other	452,715	2.9%
Database, Data Science, Analytics and CS	352,963	4.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

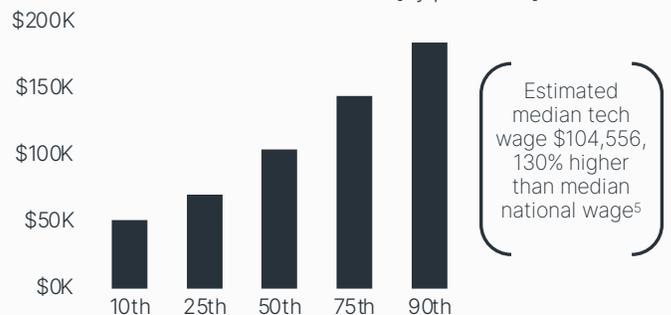


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

STATE SNAPSHOTS

Alabama



STATE OF TECHNOLOGY SUMMARY

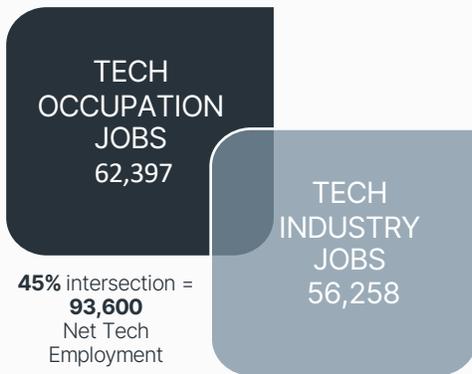
- 93,600 NET TECH EMPLOYMENT¹
- 4.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$10.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.2% ECONOMIC IMPACT AS A % OF OVERALL
- 8,152 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 41,828 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

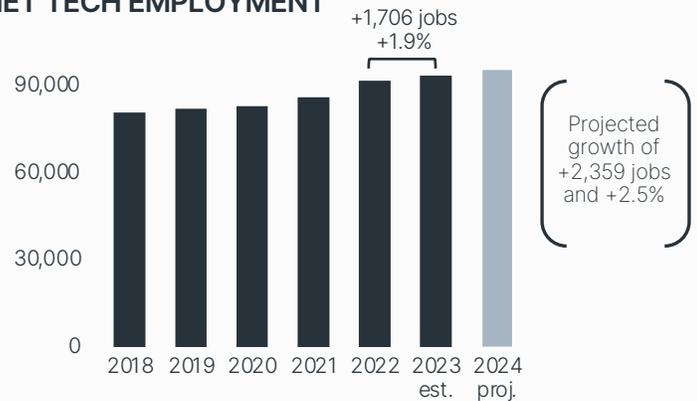
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



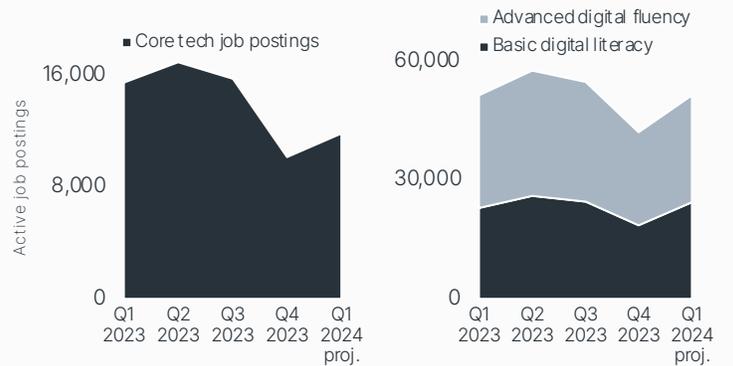
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

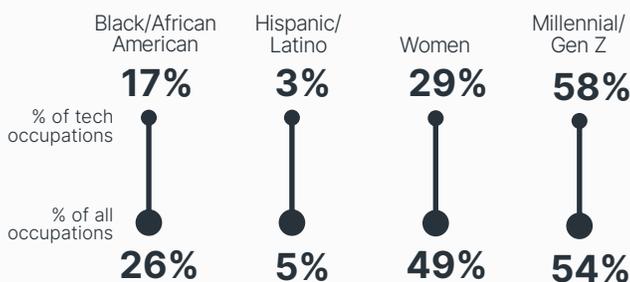
	2023	2024 % Change ³
Software, Programmers, Web and QA	22,435	3.7%
Network, Cloud Engineers, Architects, Admin	9,404	1.2%
IT Support Specialist and Repair Technicians	9,387	1.5%
Cybersecurity and Systems Engineers	8,322	2.8%
Database, Data Science, Analytics and CS	3,777	3.3%
Emerging Tech, IT Project Mgt. and Other	2,818	3.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

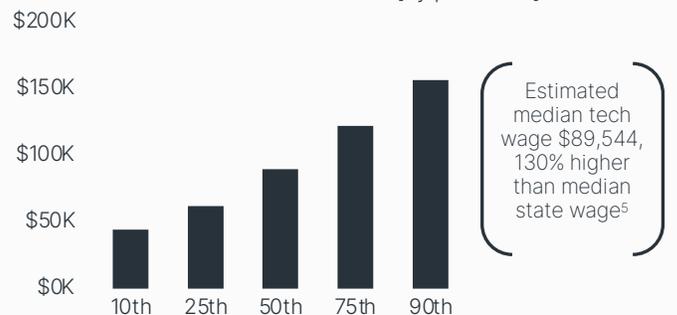


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



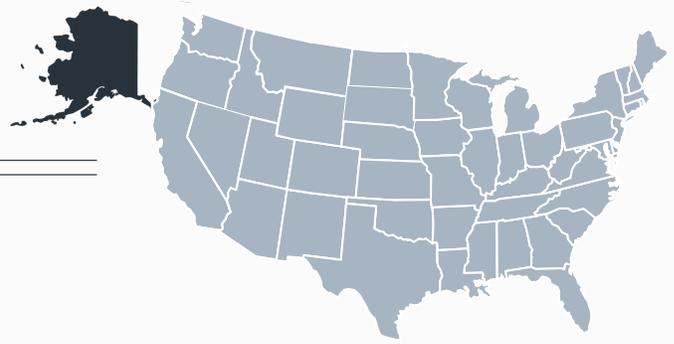
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Alaska

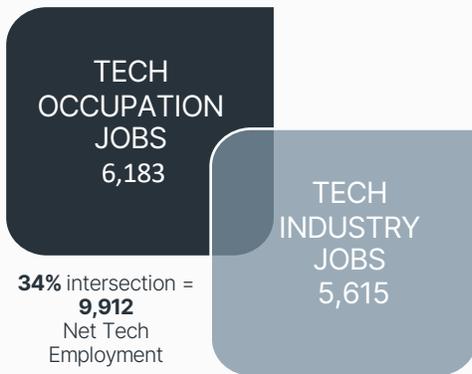


STATE OF TECHNOLOGY SUMMARY

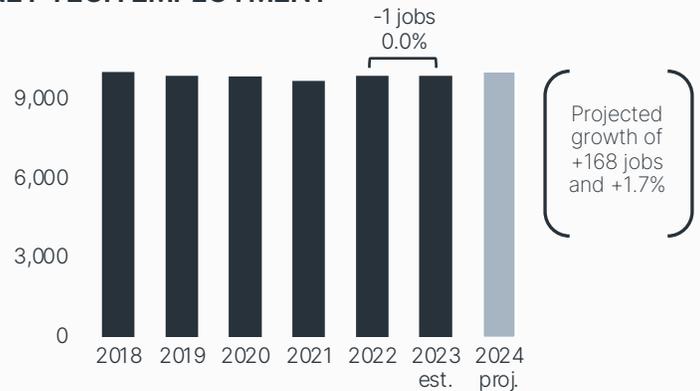
- 9,912 NET TECH EMPLOYMENT¹
- 2.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$1.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.1% ECONOMIC IMPACT AS A % OF OVERALL
- 1,000 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 6,603 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



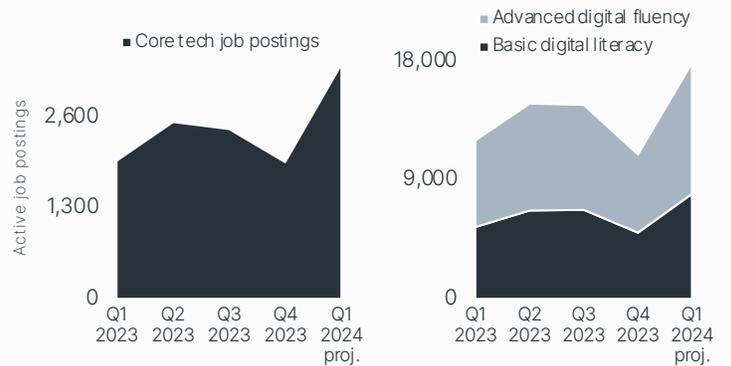
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

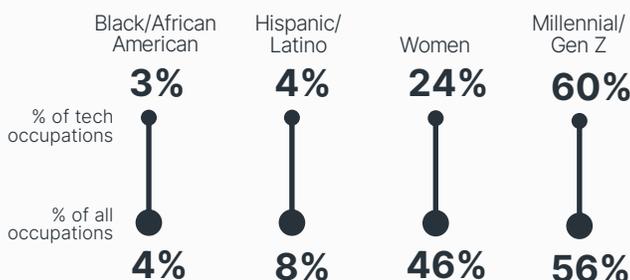
	2023	2024 % Change ³
Network, Cloud Engineers, Architects, Admin	1,475	0.9%
Software, Programmers, Web and QA	1,410	2.8%
IT Support Specialist and Repair Technicians	1,017	1.2%
Emerging Tech, IT Project Mgt. and Other	628	2.4%
Cybersecurity and Systems Engineers	579	2.9%
Database, Data Science, Analytics and CS	494	2.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

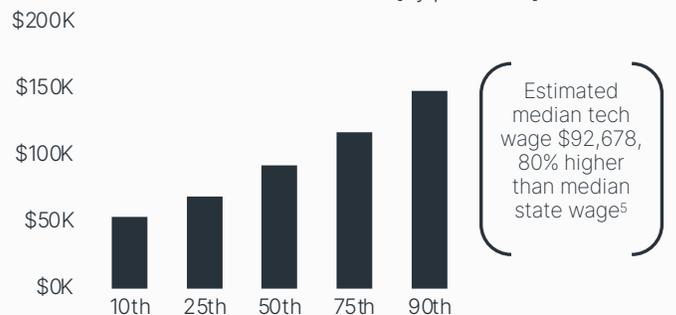


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



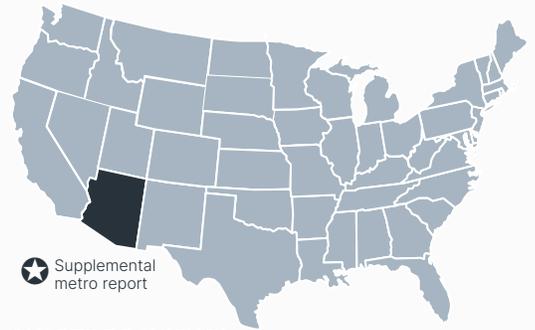
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Arizona



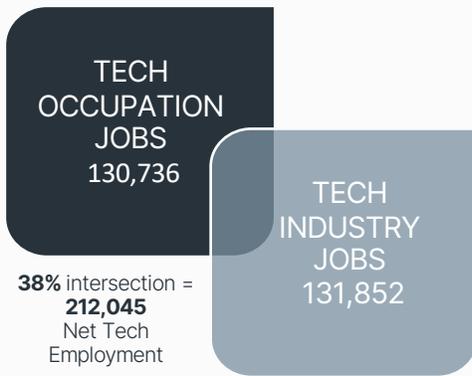
STATE OF TECHNOLOGY SUMMARY

- 212,045 NET TECH EMPLOYMENT¹
- 6.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$34.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.2% ECONOMIC IMPACT AS A % OF OVERALL
- 14,818 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 63,521 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

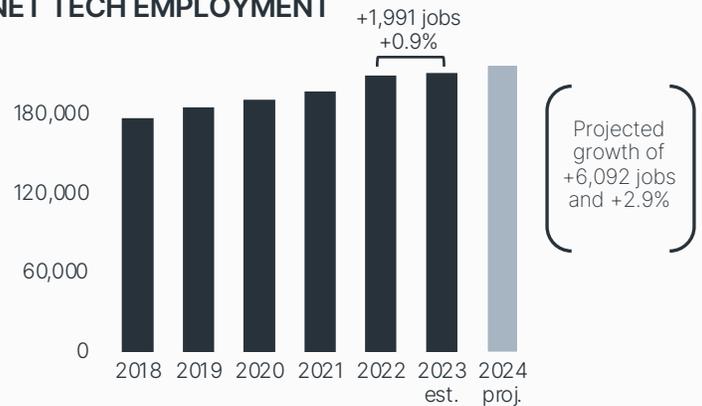
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



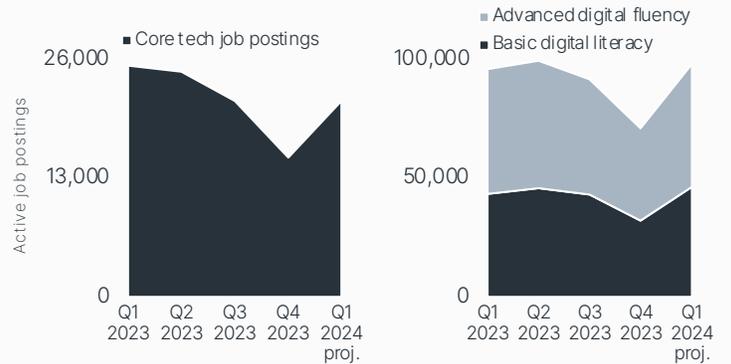
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	50,124	4.2%
IT Support Specialist and Repair Technicians	24,274	1.8%
Cybersecurity and Systems Engineers	18,408	3.1%
Network, Cloud Engineers, Architects, Admin	12,757	2.3%
Database, Data Science, Analytics and CS	6,455	4.4%
Emerging Tech, IT Project Mgt. and Other	5,456	3.4%

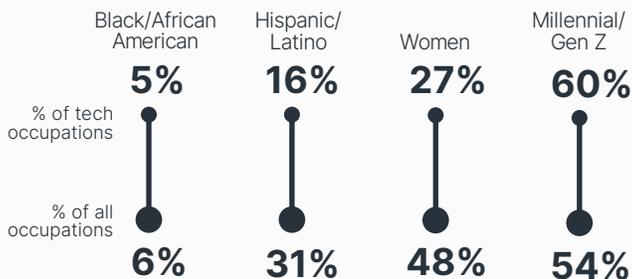
EMPLOYER HIRING INTENT VIA JOB POSTINGS



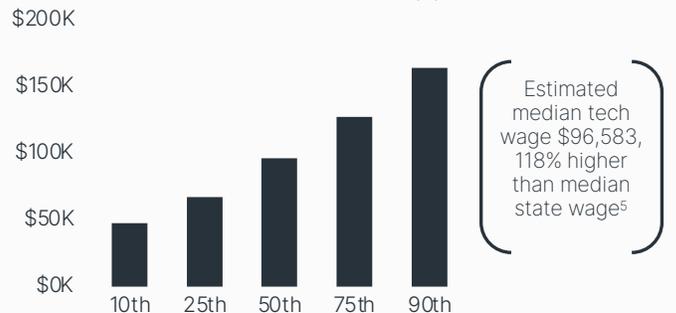
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Arkansas



STATE OF TECHNOLOGY SUMMARY

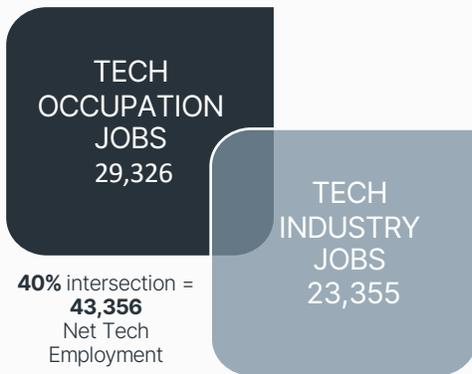
- 43,356 NET TECH EMPLOYMENT¹
- 3.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$4.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.0% ECONOMIC IMPACT AS A % OF OVERALL
- 5,744 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,790 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 24.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

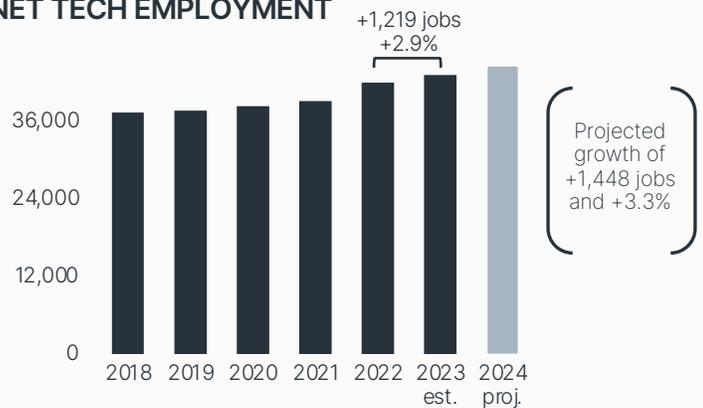
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



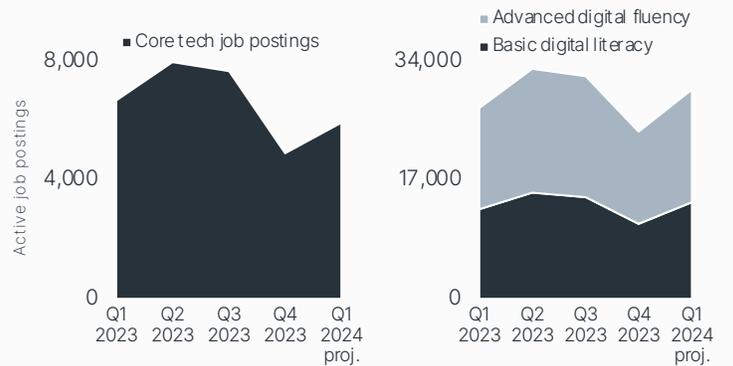
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

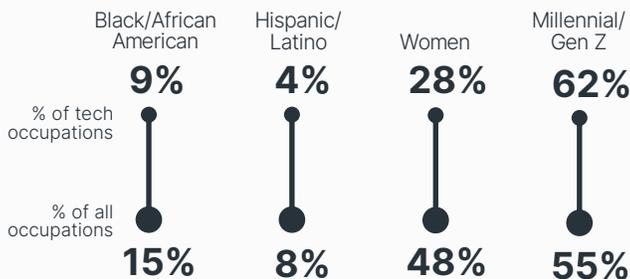
	2023	2024 % Change ³
Software, Programmers, Web and QA	9,587	4.5%
IT Support Specialist and Repair Technicians	4,956	2.0%
Cybersecurity and Systems Engineers	3,830	3.8%
Network, Cloud Engineers, Architects, Admin	3,649	2.5%
Database, Data Science, Analytics and CS	3,297	4.2%
Emerging Tech, IT Project Mgt. and Other	1,116	5.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

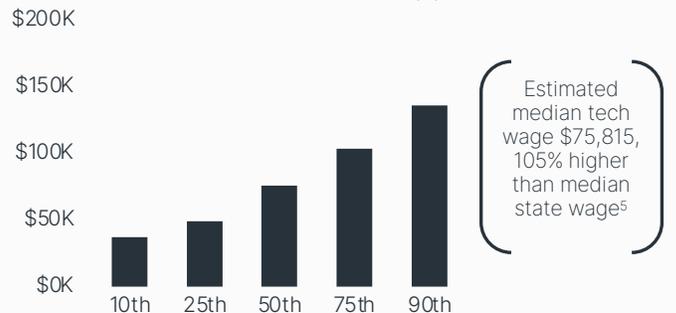


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

California



STATE OF TECHNOLOGY SUMMARY

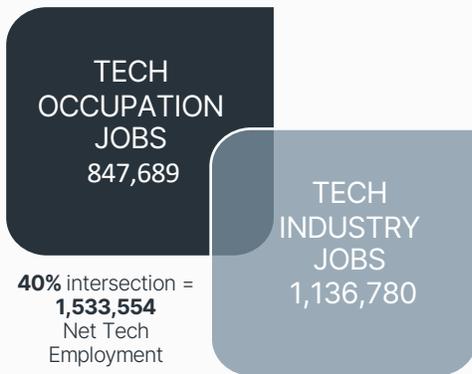
- 1,533,554 NET TECH EMPLOYMENT¹
- 7.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$542.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 16.7% ECONOMIC IMPACT AS A % OF OVERALL
- 57,504 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 320,399 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 25.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

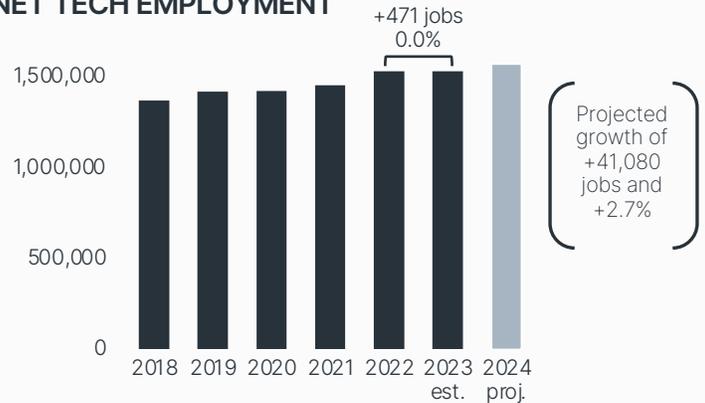
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



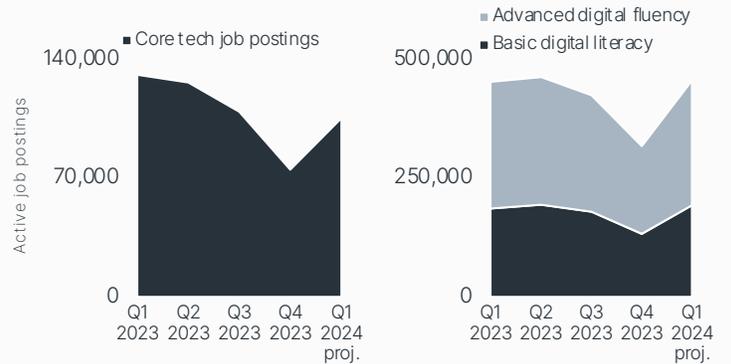
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

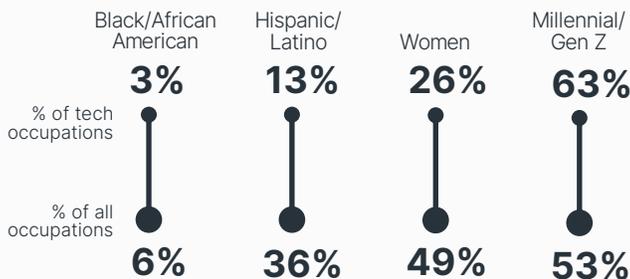
	2023	2024 % Change ³
Software, Programmers, Web and QA	357,807	3.8%
IT Support Specialist and Repair Technicians	90,970	1.7%
Emerging Tech, IT Project Mgt. and Other	84,844	2.1%
Cybersecurity and Systems Engineers	73,479	3.2%
Network, Cloud Engineers, Architects, Admin	66,424	2.2%
Database, Data Science, Analytics and CS	50,980	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

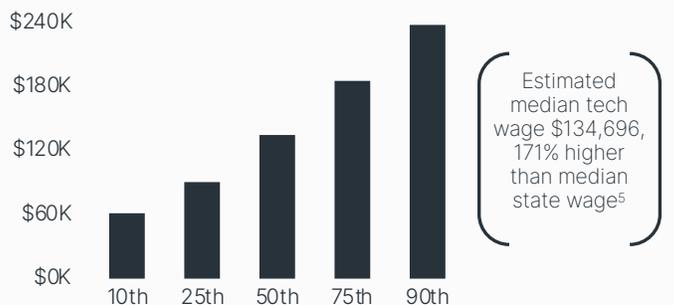


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



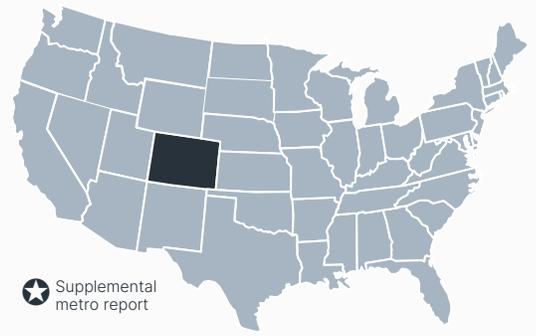
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Colorado



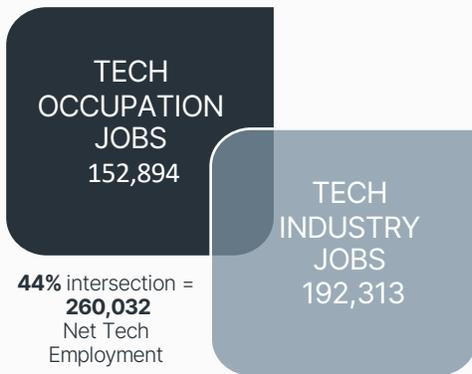
STATE OF TECHNOLOGY SUMMARY

- 260,032 NET TECH EMPLOYMENT¹
- 8.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$53.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 12.0% ECONOMIC IMPACT AS A % OF OVERALL
- 22,727 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 80,475 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

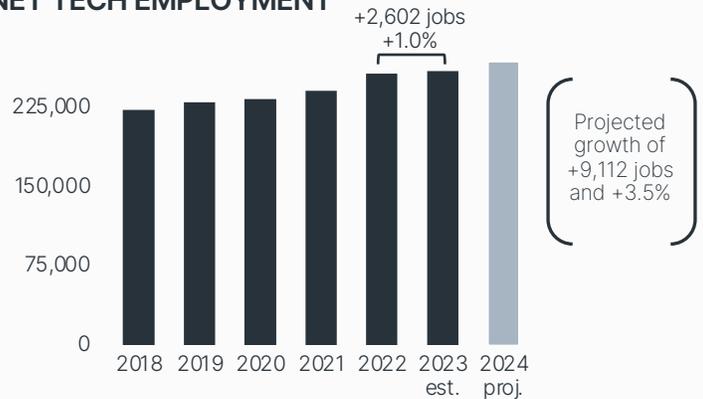
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



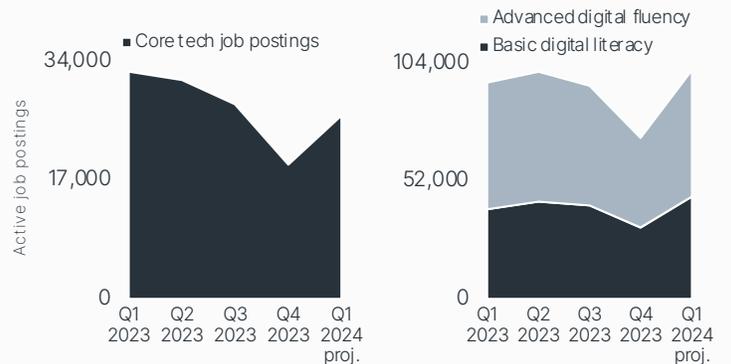
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

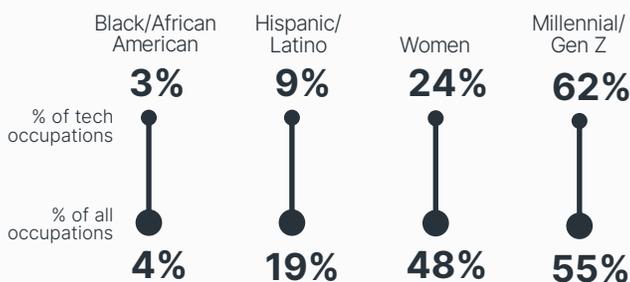
	2023	2024 % Change ³
Software, Programmers, Web and QA	57,780	5.1%
Network, Cloud Engineers, Architects, Admin	24,825	2.3%
IT Support Specialist and Repair Technicians	18,775	3.1%
Cybersecurity and Systems Engineers	16,166	4.7%
Database, Data Science, Analytics and CS	10,761	4.1%
Emerging Tech, IT Project Mgt. and Other	8,898	3.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

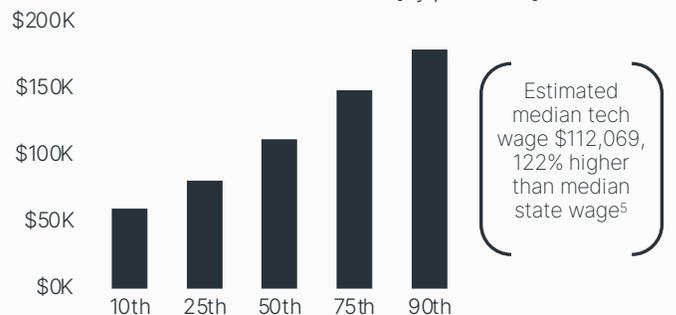


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Connecticut



STATE OF TECHNOLOGY SUMMARY

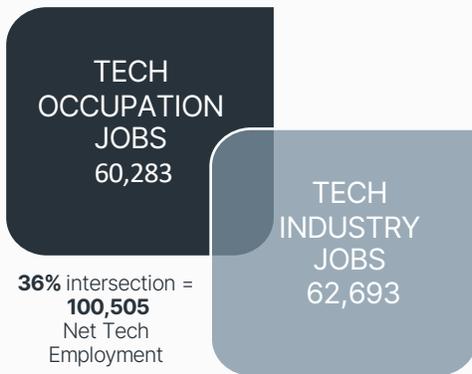
- 100,505 NET TECH EMPLOYMENT¹
- 5.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$21.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.2% ECONOMIC IMPACT AS A % OF OVERALL
- 9,541 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 33,497 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

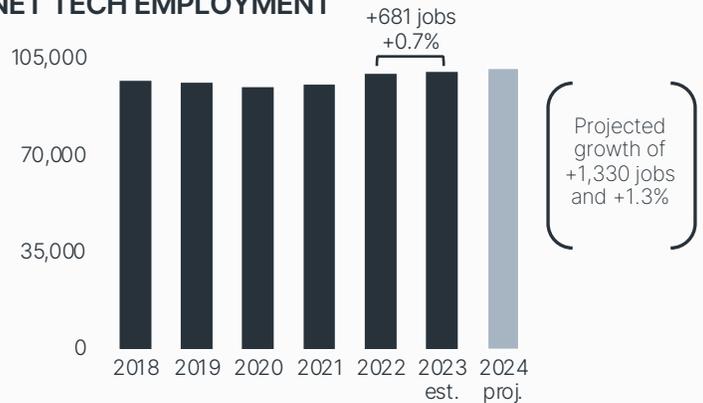
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



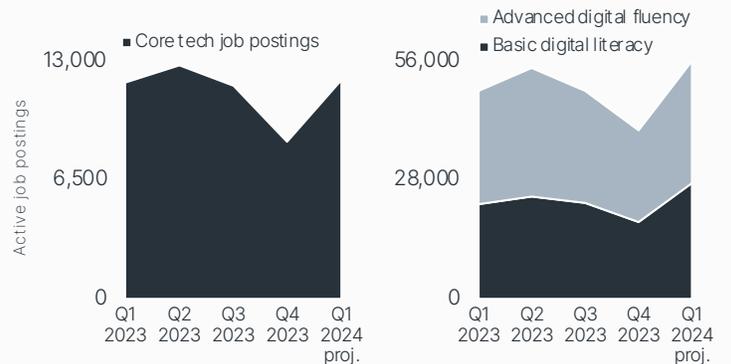
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

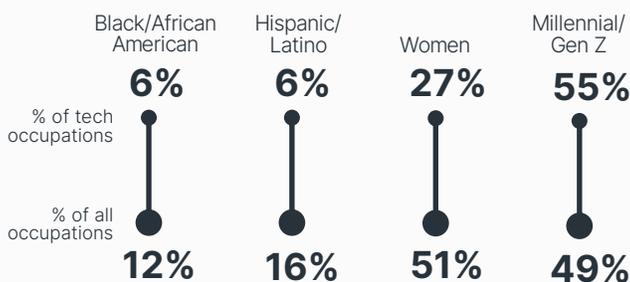
	2023	2024 % Change ³
Software, Programmers, Web and QA	22,961	2.1%
IT Support Specialist and Repair Technicians	9,872	0.7%
Cybersecurity and Systems Engineers	8,150	1.2%
Network, Cloud Engineers, Architects, Admin	4,552	1.0%
Database, Data Science, Analytics and CS	2,789	2.7%
Emerging Tech, IT Project Mgt. and Other	1,435	3.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

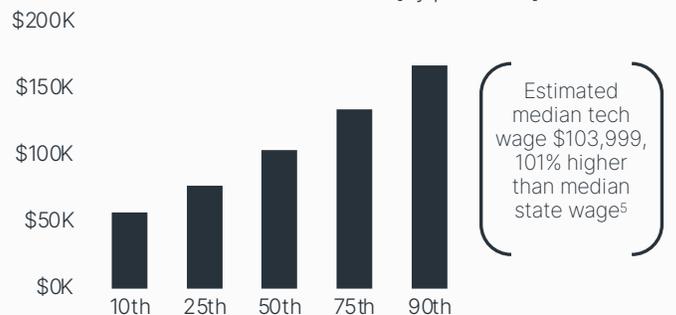


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Delaware



STATE OF TECHNOLOGY SUMMARY

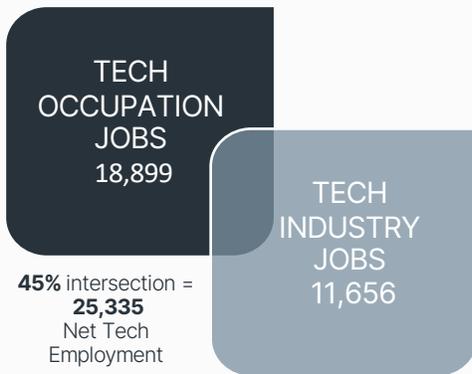
- 25,335 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.8% ECONOMIC IMPACT AS A % OF OVERALL
- 3,883 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,015 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 24.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

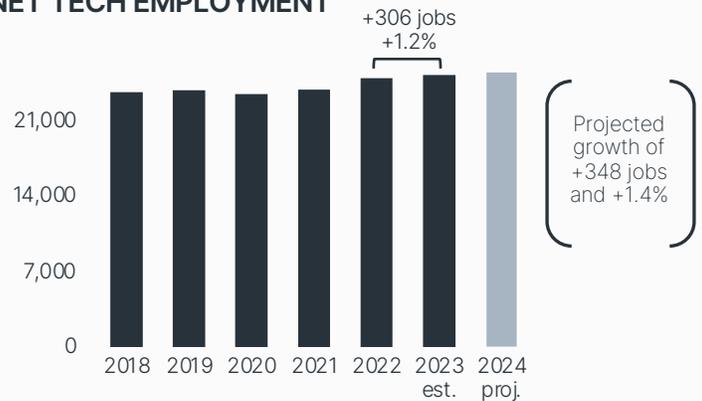
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



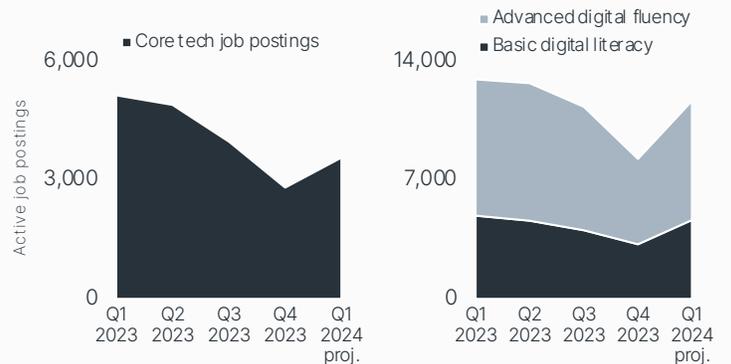
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

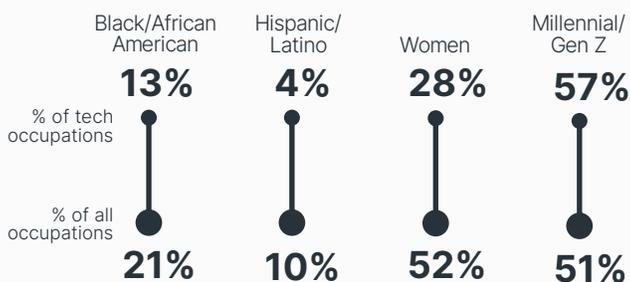
	2023	2024 % Change ³
Software, Programmers, Web and QA	7,318	2.5%
Cybersecurity and Systems Engineers	3,290	1.2%
Network, Cloud Engineers, Architects, Admin	2,132	0.5%
IT Support Specialist and Repair Technicians	2,000	1.7%
Database, Data Science, Analytics and CS	1,342	2.0%
Emerging Tech, IT Project Mgt. and Other	862	2.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



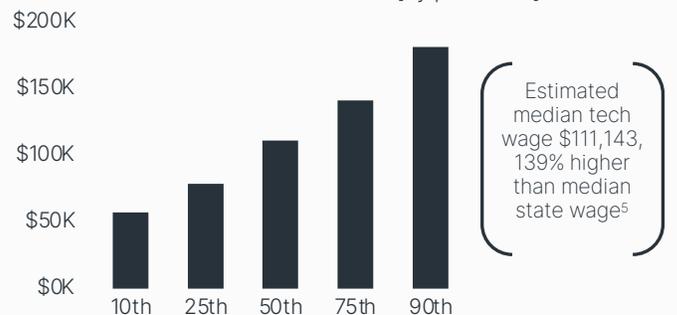
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

District of Columbia



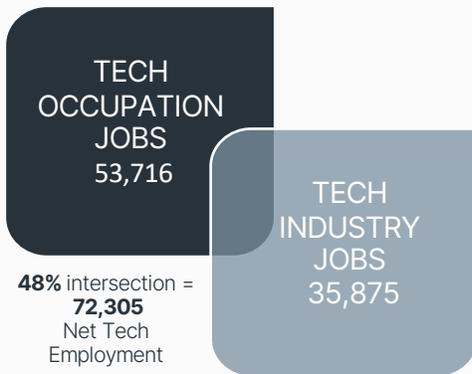
STATE OF TECHNOLOGY SUMMARY

- 72,305 NET TECH EMPLOYMENT¹
- 9.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$10.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.0% ECONOMIC IMPACT AS A % OF OVERALL
- 5,705 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 48,337 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

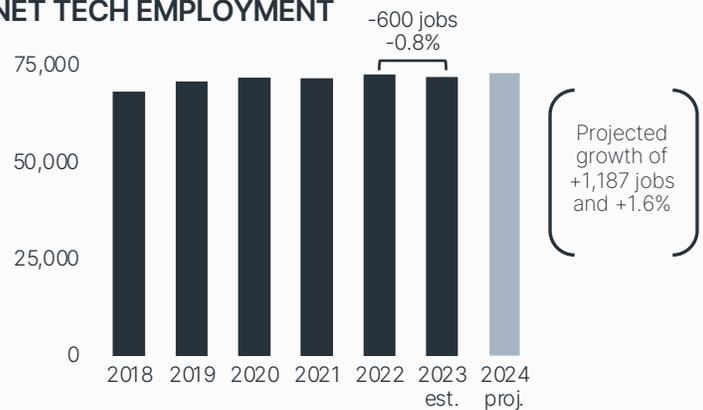
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



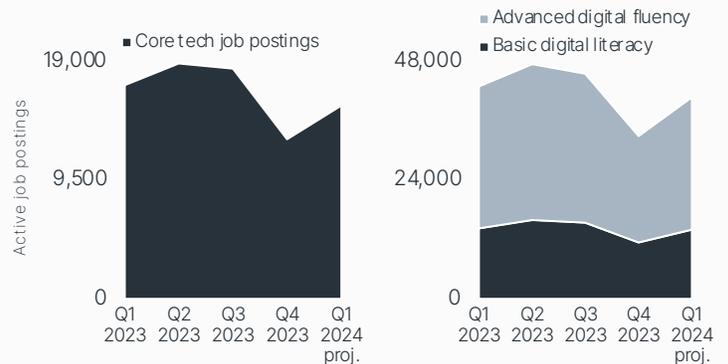
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

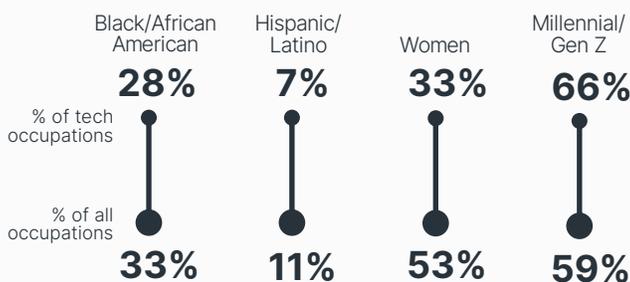
	2023	2024 % Change ³
Emerging Tech, IT Project Mgt. and Other	18,983	1.1%
Software, Programmers, Web and QA	11,858	2.8%
Database, Data Science, Analytics and CS	5,073	2.9%
Cybersecurity and Systems Engineers	4,696	2.2%
IT Support Specialist and Repair Technicians	4,446	1.3%
Network, Cloud Engineers, Architects, Admin	3,486	1.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



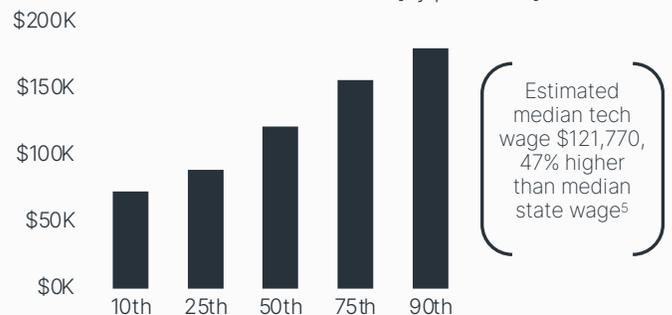
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Florida



STATE OF TECHNOLOGY SUMMARY

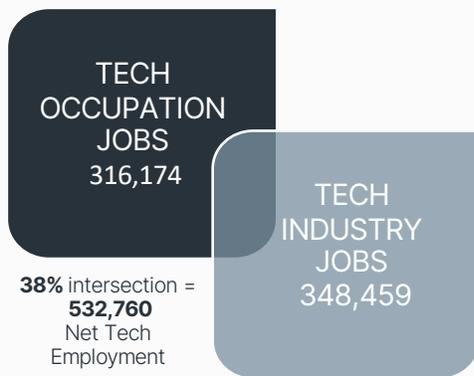
- 532,760 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$85.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.6% ECONOMIC IMPACT AS A % OF OVERALL
- 43,766 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 139,049 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

Supplemental metro report

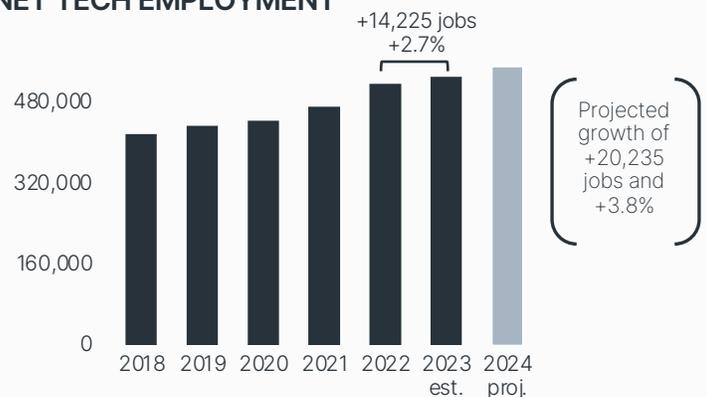
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



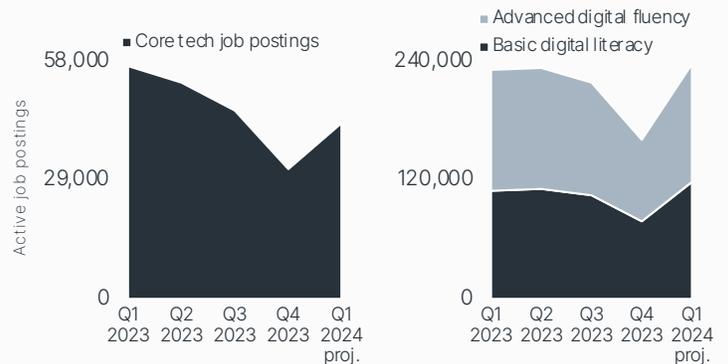
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	111,286	5.5%
IT Support Specialist and Repair Technicians	52,760	2.6%
Cybersecurity and Systems Engineers	44,387	4.2%
Network, Cloud Engineers, Architects, Admin	41,462	2.9%
Database, Data Science, Analytics and CS	19,590	5.2%
Emerging Tech, IT Project Mgt. and Other	19,552	4.2%

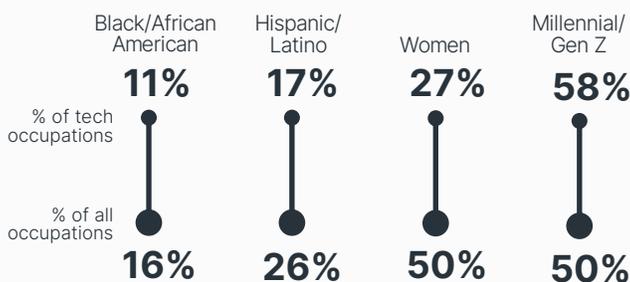
EMPLOYER HIRING INTENT VIA JOB POSTINGS



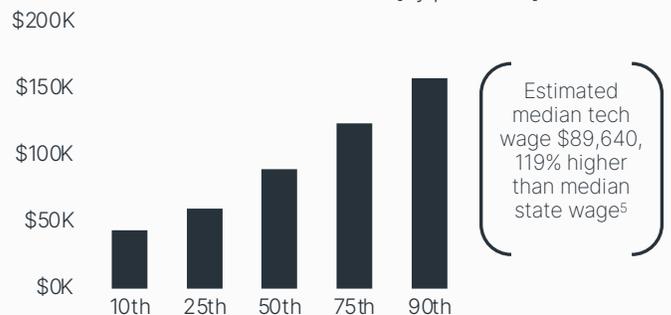
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Georgia



STATE OF TECHNOLOGY SUMMARY

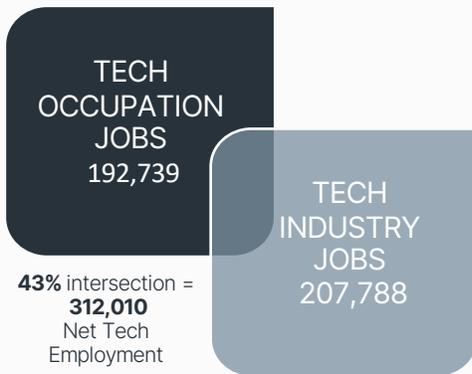
- 312,010 NET TECH EMPLOYMENT¹
- 6.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$59.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.7% ECONOMIC IMPACT AS A % OF OVERALL
- 17,380 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 105,917 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

Supplemental metro report

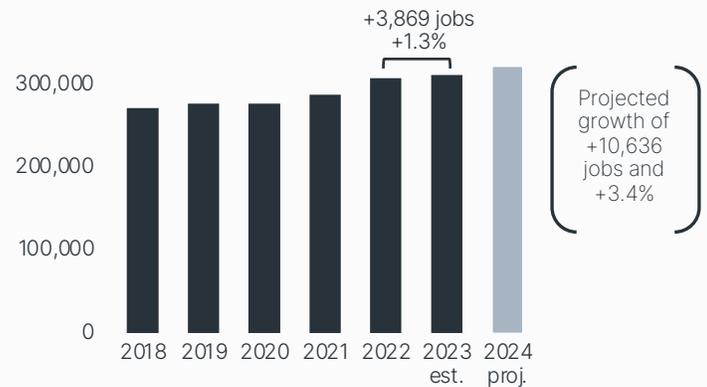
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



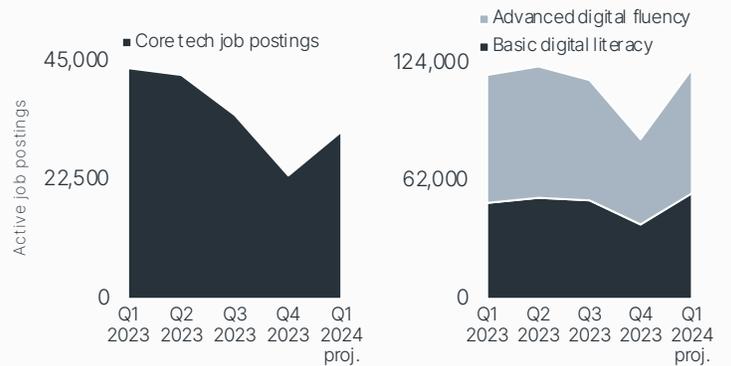
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	71,124	4.8%
IT Support Specialist and Repair Technicians	29,423	2.6%
Cybersecurity and Systems Engineers	22,114	3.9%
Network, Cloud Engineers, Architects, Admin	21,987	2.8%
Emerging Tech, IT Project Mgt. and Other	17,644	3.1%
Database, Data Science, Analytics and CS	12,775	4.5%

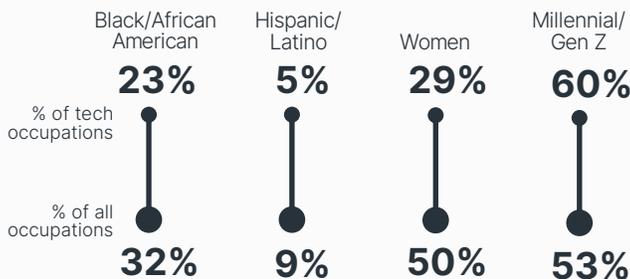
EMPLOYER HIRING INTENT VIA JOB POSTINGS



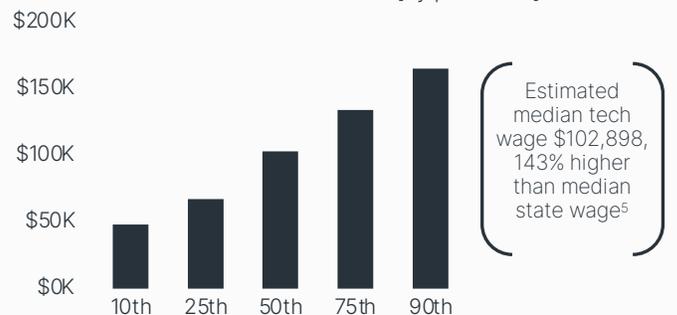
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



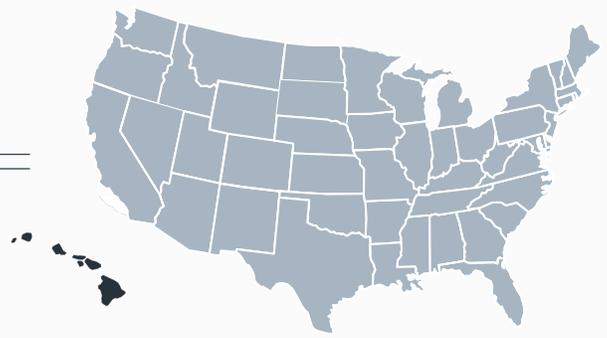
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Hawaii



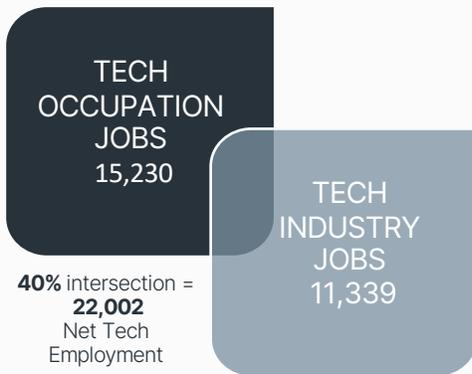
STATE OF TECHNOLOGY SUMMARY

- 22,002 NET TECH EMPLOYMENT¹
- 3.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.5% ECONOMIC IMPACT AS A % OF OVERALL
- 2,341 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,141 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 22.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

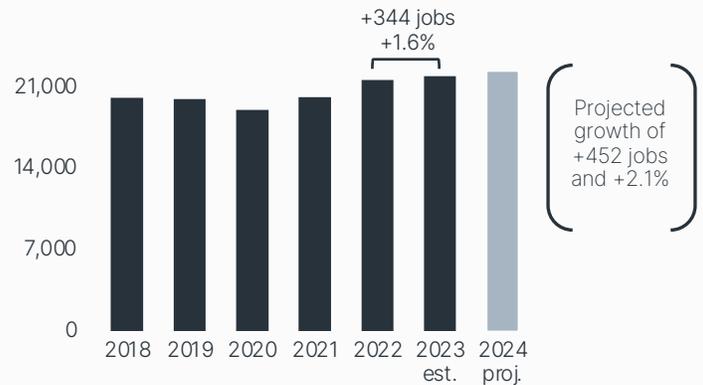
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



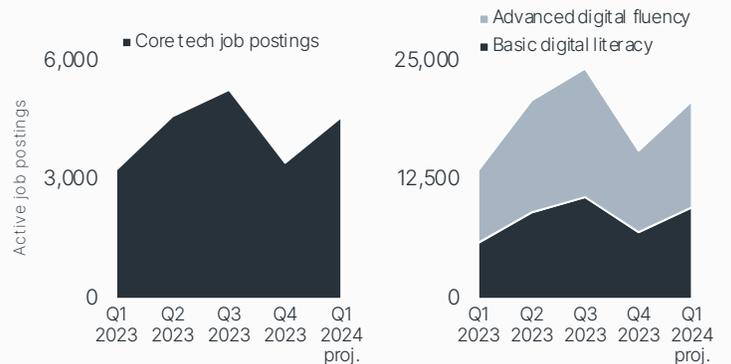
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

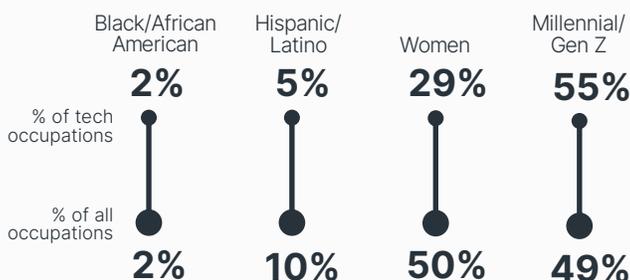
	2023	2024 % Change ³
Software, Programmers, Web and QA	3,525	3.7%
Network, Cloud Engineers, Architects, Admin	2,913	0.7%
IT Support Specialist and Repair Technicians	2,629	0.9%
Cybersecurity and Systems Engineers	2,370	1.7%
Emerging Tech, IT Project Mgt. and Other	2,052	2.5%
Database, Data Science, Analytics and CS	594	3.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



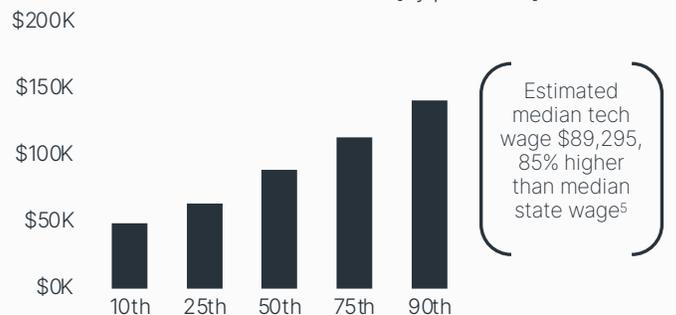
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Idaho



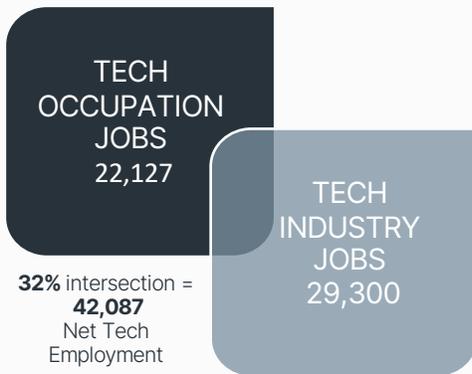
STATE OF TECHNOLOGY SUMMARY

- 42,087 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.8% ECONOMIC IMPACT AS A % OF OVERALL
- 5,784 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,977 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

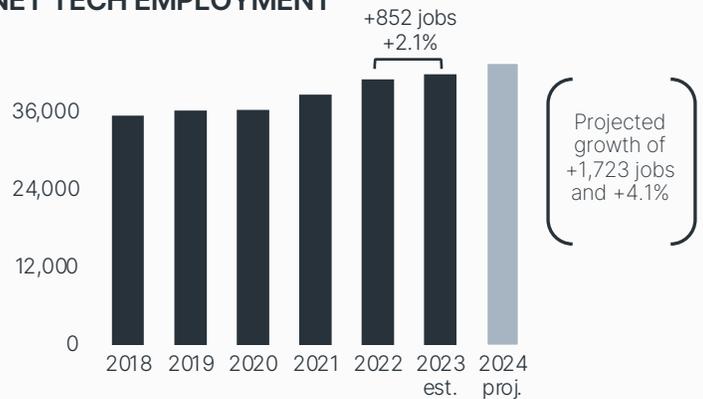
★ Supplemental metro report

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

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



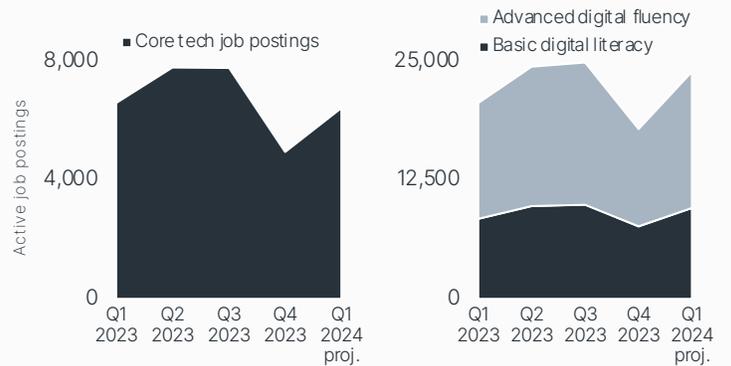
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

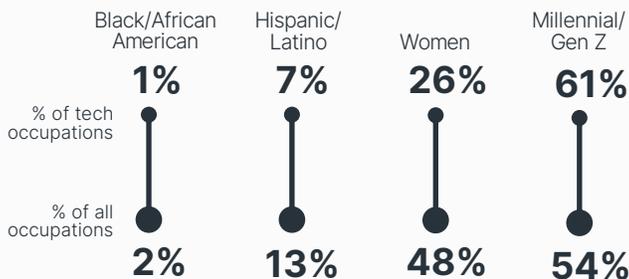
	2023	2024 % Change ³
Software, Programmers, Web and QA	8,019	6.2%
IT Support Specialist and Repair Technicians	4,549	3.0%
Cybersecurity and Systems Engineers	3,489	4.5%
Network, Cloud Engineers, Architects, Admin	2,316	4.1%
Emerging Tech, IT Project Mgt. and Other	1,098	5.8%
Database, Data Science, Analytics and CS	1,032	5.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



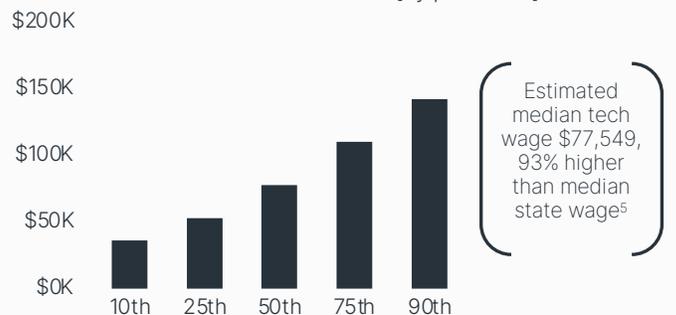
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Illinois



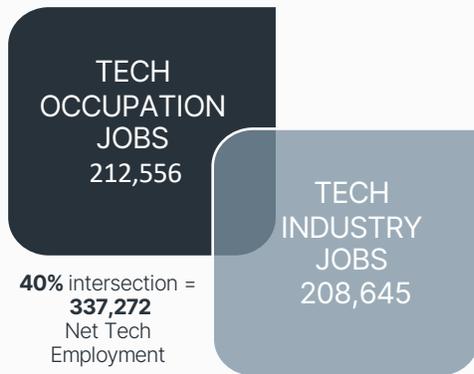
STATE OF TECHNOLOGY SUMMARY

- 337,272 NET TECH EMPLOYMENT¹
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$56.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.1% ECONOMIC IMPACT AS A % OF OVERALL
- 24,908 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 127,677 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

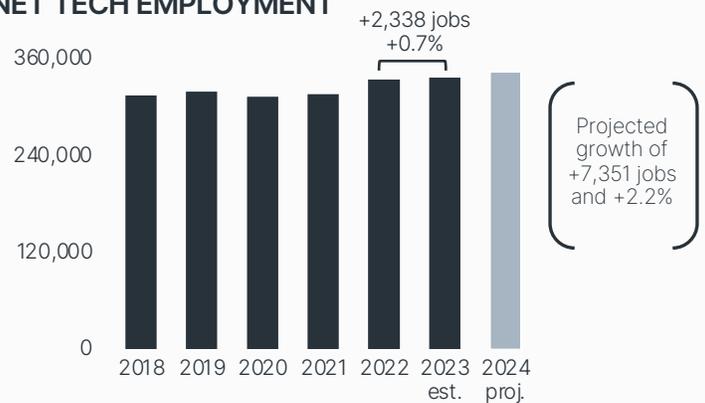
★ Supplemental metro report

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

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



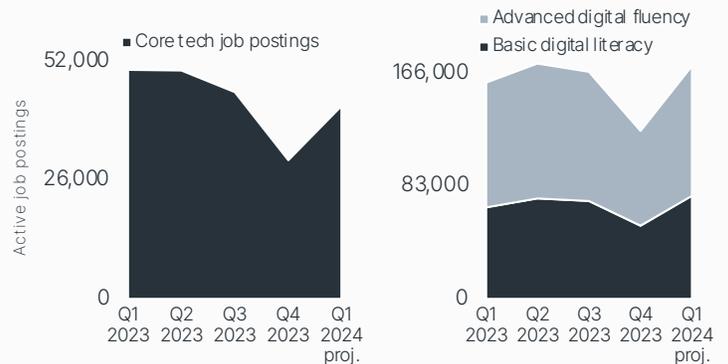
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	78,076	3.5%
IT Support Specialist and Repair Technicians	30,067	1.4%
Network, Cloud Engineers, Architects, Admin	29,701	0.9%
Cybersecurity and Systems Engineers	26,009	2.1%
Database, Data Science, Analytics and CS	13,512	3.0%
Emerging Tech, IT Project Mgt. and Other	9,625	2.6%

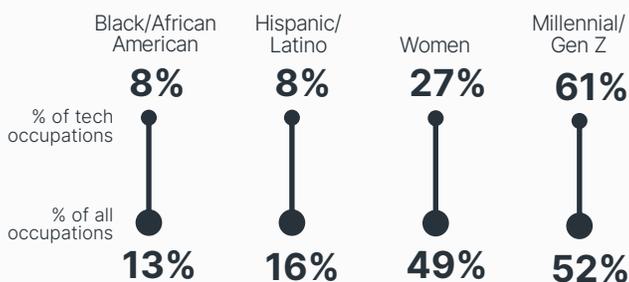
EMPLOYER HIRING INTENT VIA JOB POSTINGS



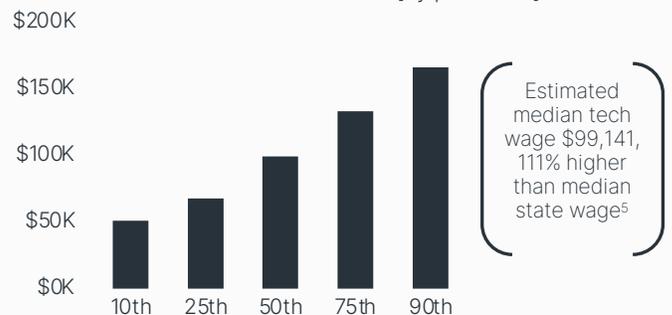
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Indiana



STATE OF TECHNOLOGY SUMMARY

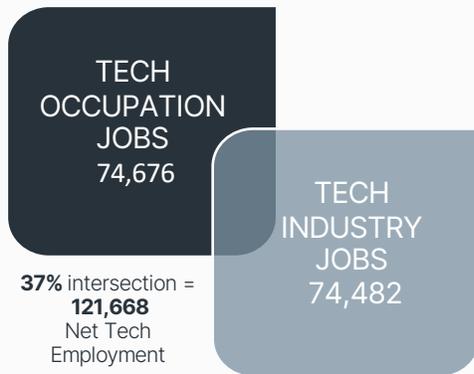
- 121,668 NET TECH EMPLOYMENT¹
- 3.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$15.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.9% ECONOMIC IMPACT AS A % OF OVERALL
- 10,382 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 40,693 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 21.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

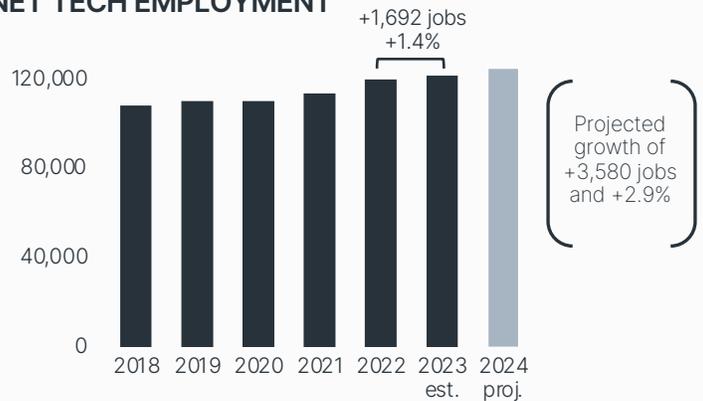
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



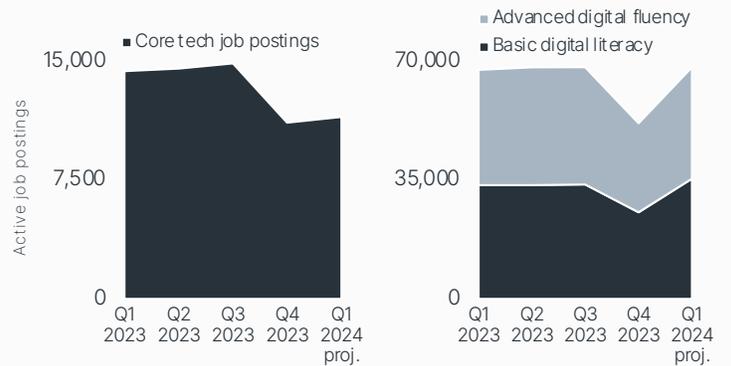
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	20,795	4.9%
IT Support Specialist and Repair Technicians	14,379	1.8%
Network, Cloud Engineers, Architects, Admin	12,771	1.6%
Cybersecurity and Systems Engineers	10,859	2.9%
Database, Data Science, Analytics and CS	4,206	4.5%
Emerging Tech, IT Project Mgt. and Other	4,127	3.6%

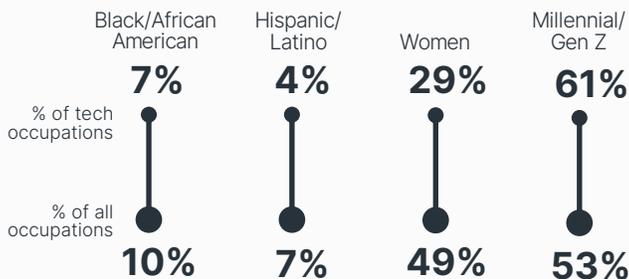
EMPLOYER HIRING INTENT VIA JOB POSTINGS



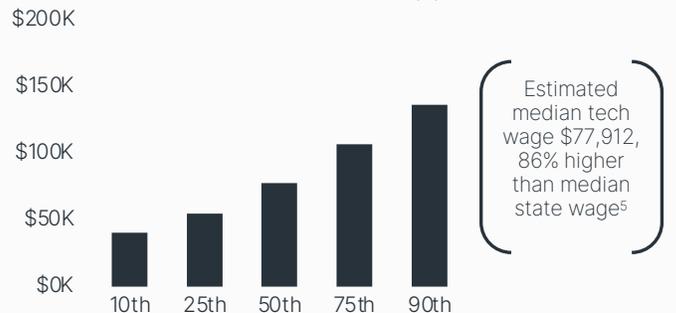
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



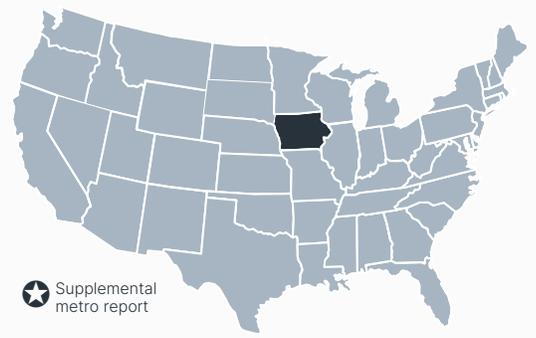
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Iowa



STATE OF TECHNOLOGY SUMMARY

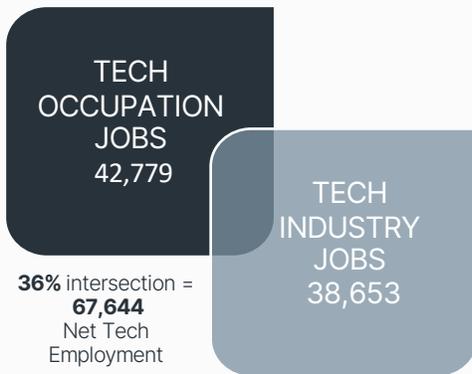
- 67,644 NET TECH EMPLOYMENT¹
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$9.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.6% ECONOMIC IMPACT AS A % OF OVERALL
- 5,541 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 27,804 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

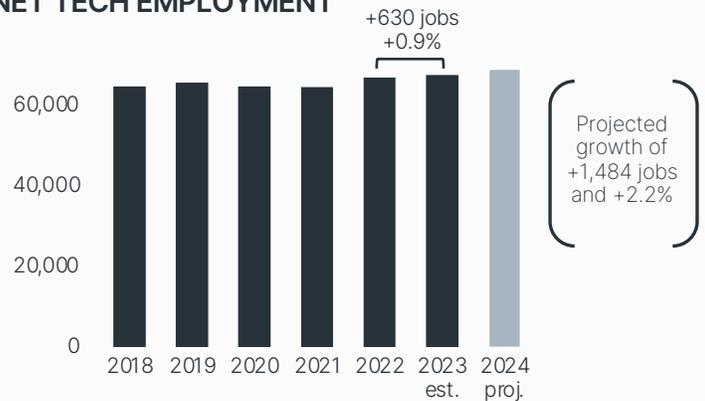
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



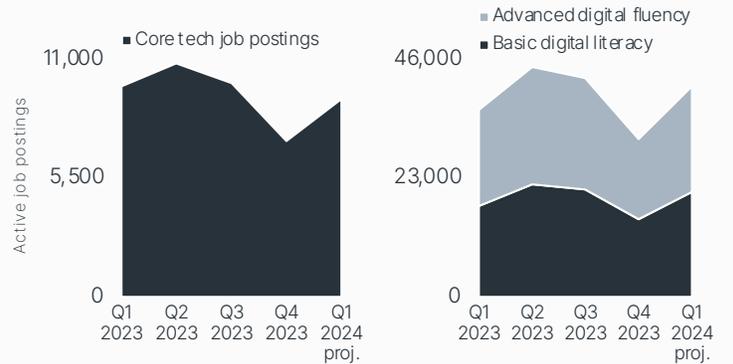
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

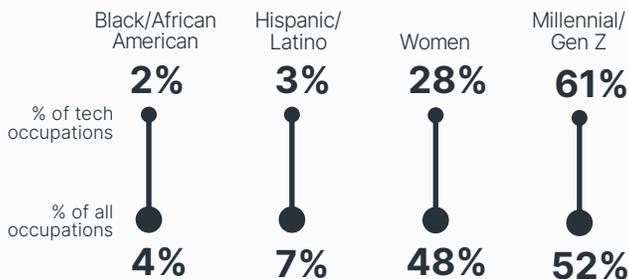
	2023	2024 % Change ³
Software, Programmers, Web and QA	13,420	3.6%
IT Support Specialist and Repair Technicians	7,458	1.3%
Cybersecurity and Systems Engineers	6,402	2.4%
Network, Cloud Engineers, Architects, Admin	6,221	1.3%
Database, Data Science, Analytics and CS	2,882	3.8%
Emerging Tech, IT Project Mgt. and Other	2,478	2.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

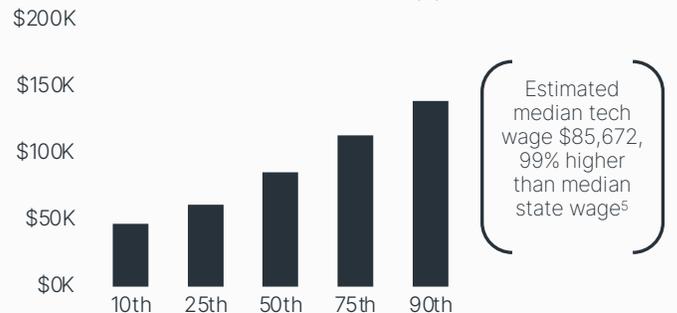


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



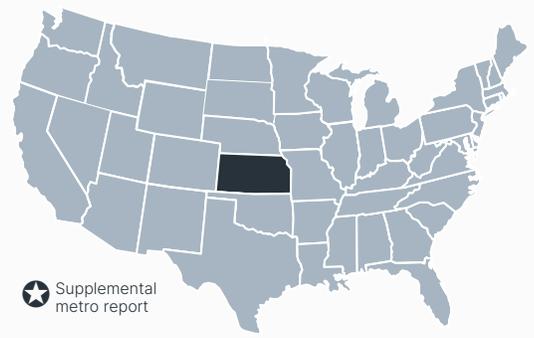
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Kansas



STATE OF TECHNOLOGY SUMMARY

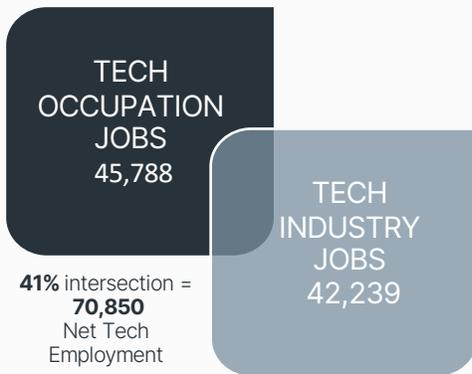
- 70,850 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$10.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.7% ECONOMIC IMPACT AS A % OF OVERALL
- 6,632 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 31,513 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 21.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

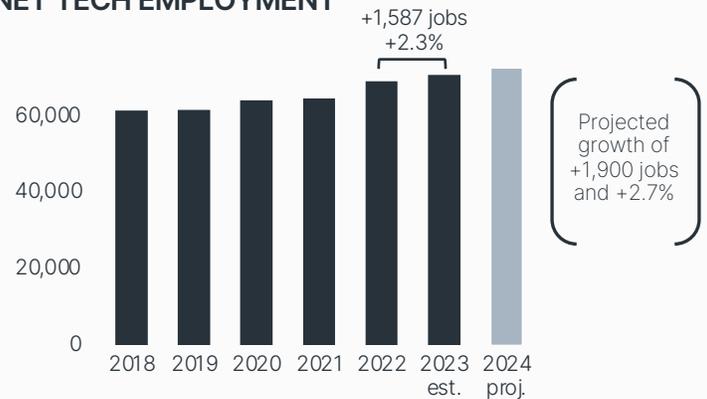
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



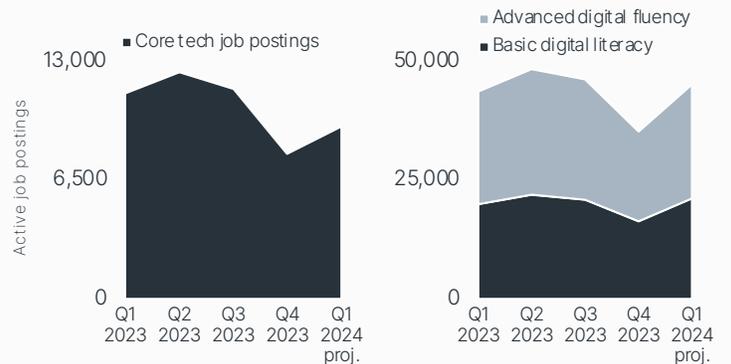
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

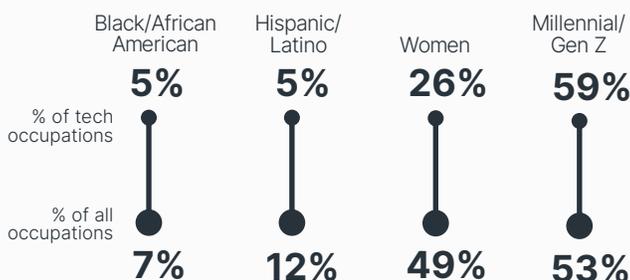
	2023	2024 % Change ³
Software, Programmers, Web and QA	16,379	4.1%
IT Support Specialist and Repair Technicians	8,574	1.2%
Network, Cloud Engineers, Architects, Admin	7,034	1.1%
Cybersecurity and Systems Engineers	6,876	2.3%
Database, Data Science, Analytics and CS	1,751	4.3%
Emerging Tech, IT Project Mgt. and Other	1,522	5.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



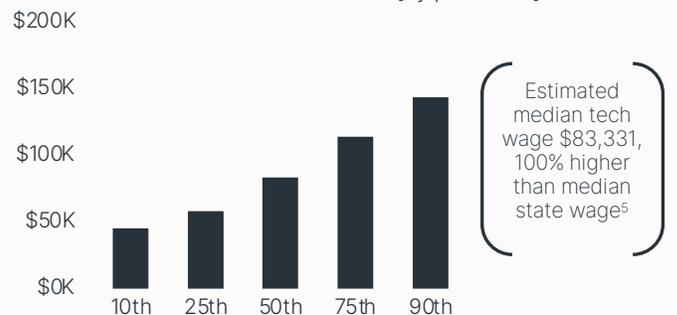
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Kentucky



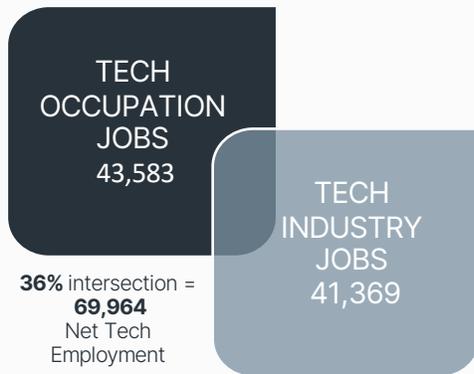
STATE OF TECHNOLOGY SUMMARY

- 69,964 NET TECH EMPLOYMENT¹
- 3.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$8.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.4% ECONOMIC IMPACT AS A % OF OVERALL
- 8,585 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,240 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 22.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

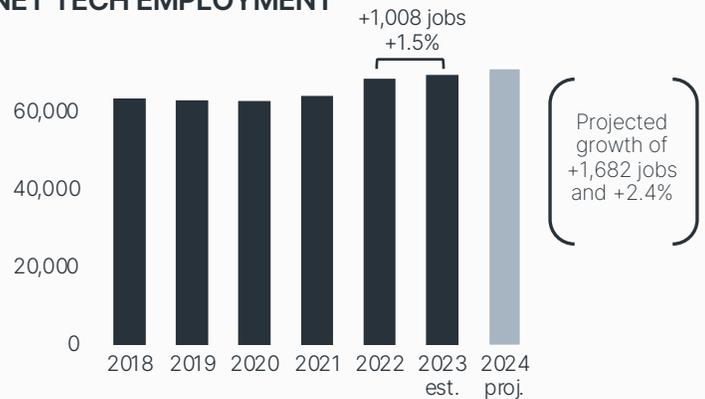
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



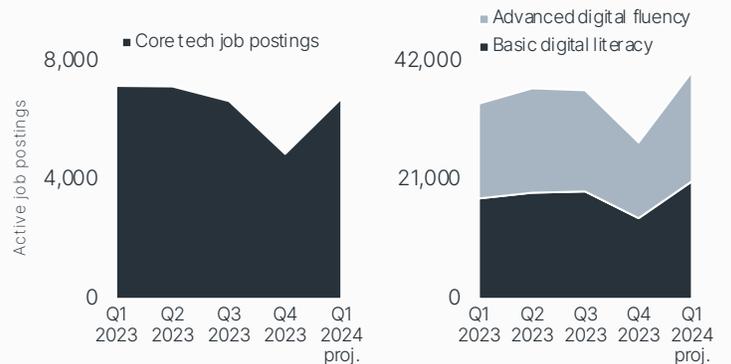
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

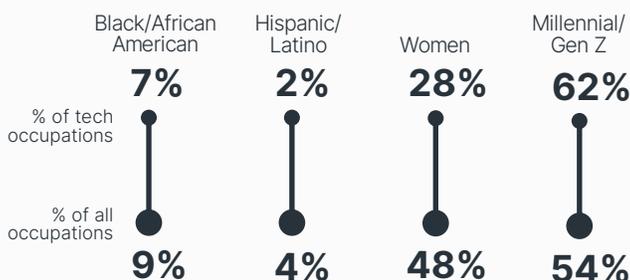
	2023	2024 % Change ³
Software, Programmers, Web and QA	11,390	4.3%
IT Support Specialist and Repair Technicians	8,484	1.2%
Network, Cloud Engineers, Architects, Admin	6,893	1.4%
Cybersecurity and Systems Engineers	5,348	3.2%
Emerging Tech, IT Project Mgt. and Other	4,423	2.1%
Database, Data Science, Analytics and CS	4,175	3.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



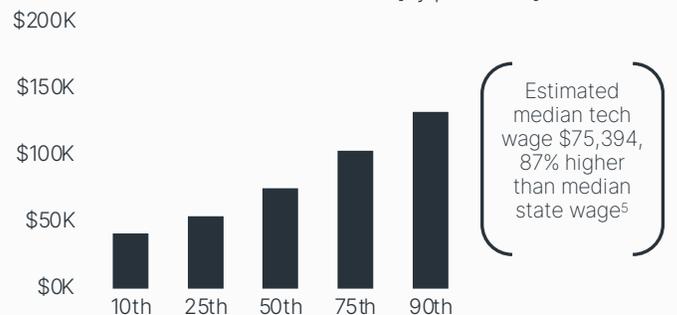
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



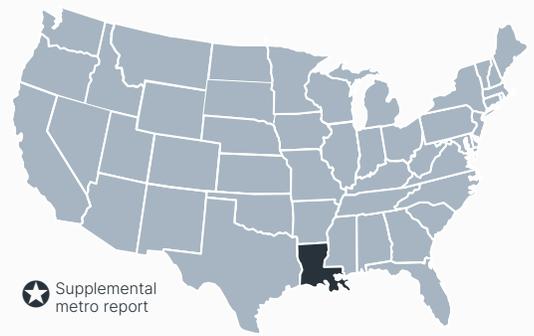
⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Louisiana



STATE OF TECHNOLOGY SUMMARY

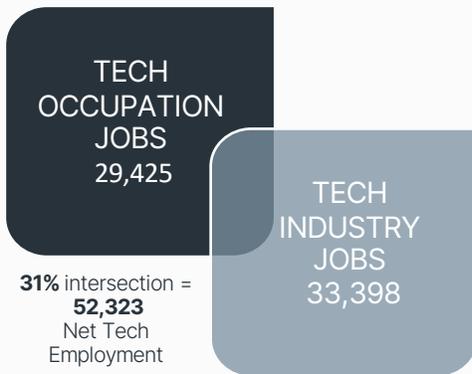
- 52,323 NET TECH EMPLOYMENT¹
- 2.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2.3% ECONOMIC IMPACT AS A % OF OVERALL
- 6,311 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,633 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

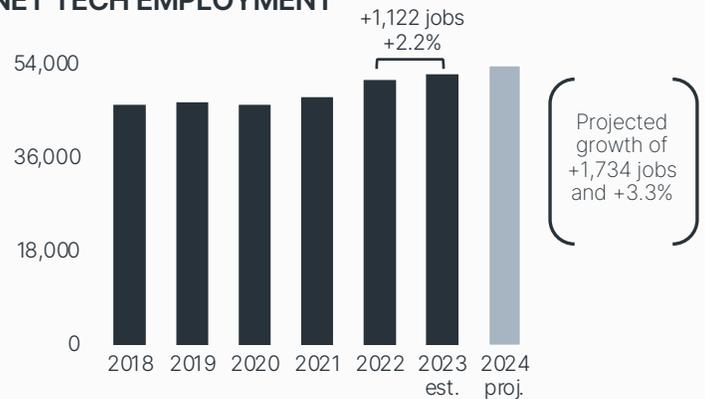
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



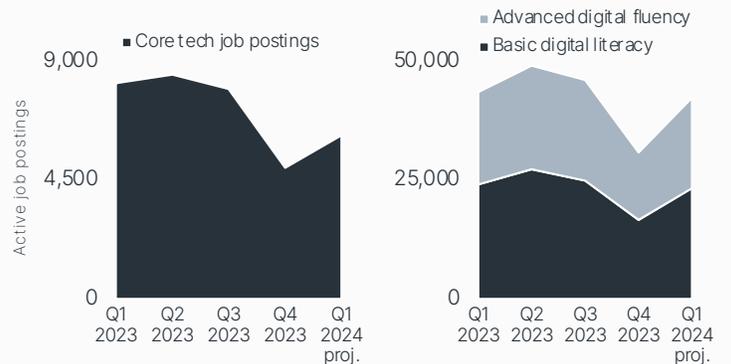
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

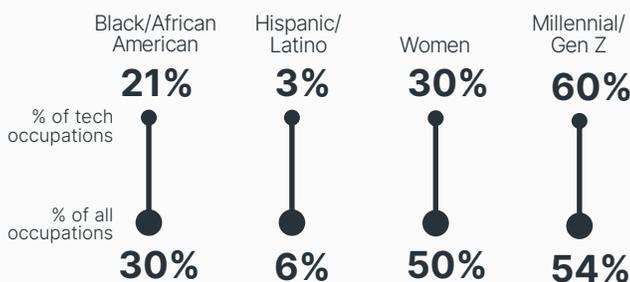
	2023	2024 % Change ³
Software, Programmers, Web and QA	6,919	5.4%
Emerging Tech, IT Project Mgt. and Other	5,788	2.0%
IT Support Specialist and Repair Technicians	4,964	2.0%
Network, Cloud Engineers, Architects, Admin	3,765	2.3%
Cybersecurity and Systems Engineers	3,318	3.7%
Database, Data Science, Analytics and CS	1,845	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



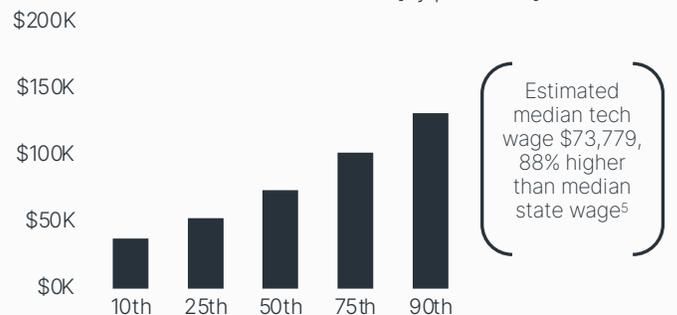
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



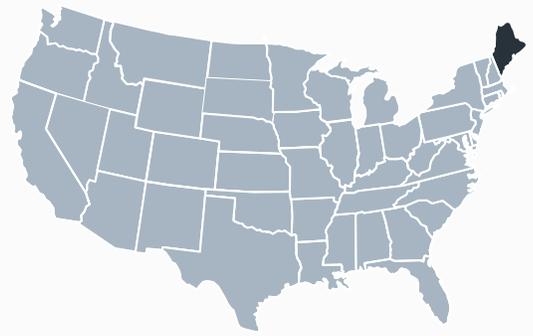
⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Maine

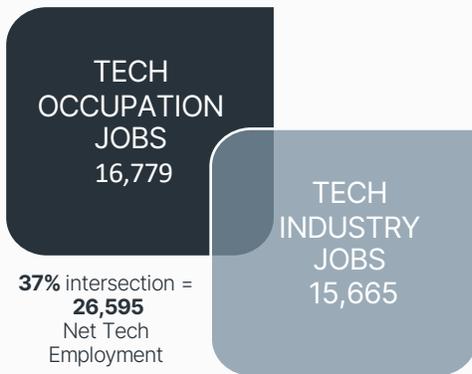


STATE OF TECHNOLOGY SUMMARY

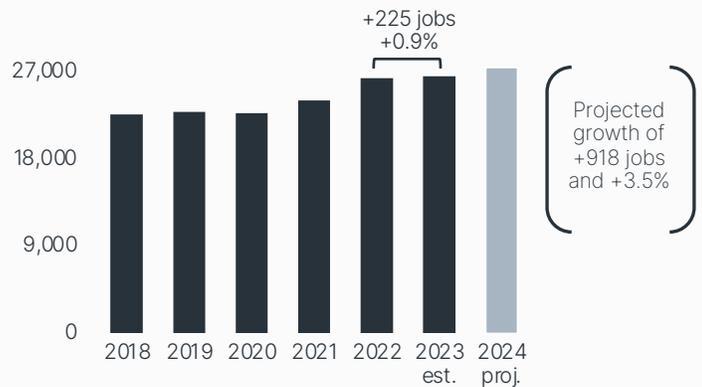
- 26,595 NET TECH EMPLOYMENT¹
- 3.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.5% ECONOMIC IMPACT AS A % OF OVERALL
- 3,349 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 10,694 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 27.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



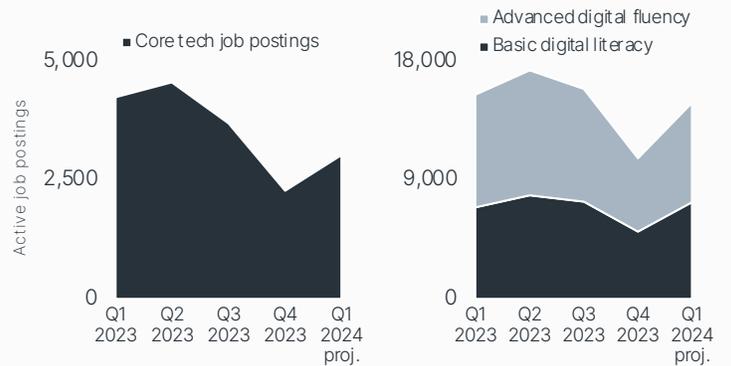
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

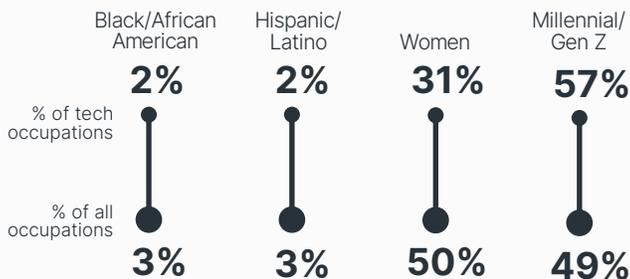
	2023	2024 % Change ³
Software, Programmers, Web and QA	4,940	4.3%
IT Support Specialist and Repair Technicians	3,194	1.7%
Cybersecurity and Systems Engineers	2,854	3.0%
Network, Cloud Engineers, Architects, Admin	1,972	2.6%
Database, Data Science, Analytics and CS	1,332	4.5%
Emerging Tech, IT Project Mgt. and Other	860	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



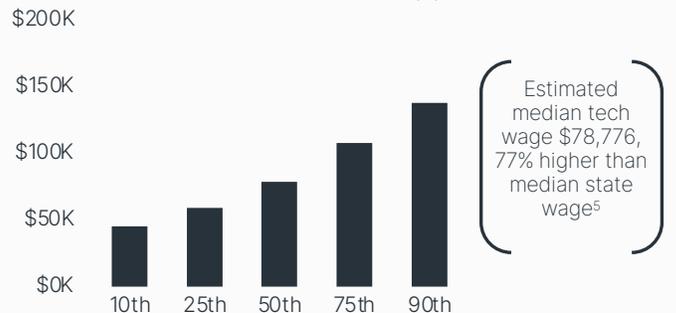
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Maryland



STATE OF TECHNOLOGY SUMMARY

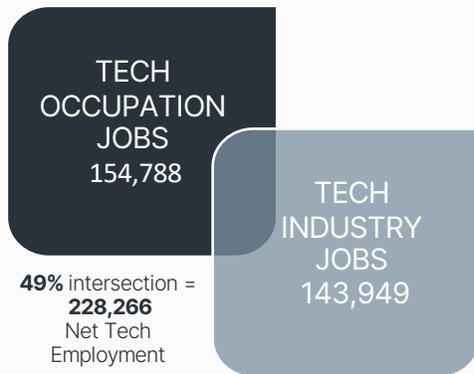
- 228,266 NET TECH EMPLOYMENT¹
- 8.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$37.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.9% ECONOMIC IMPACT AS A % OF OVERALL
- 15,683 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 99,431 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

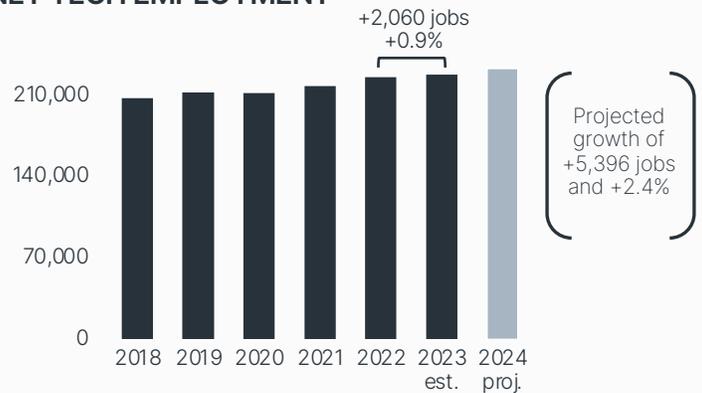
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



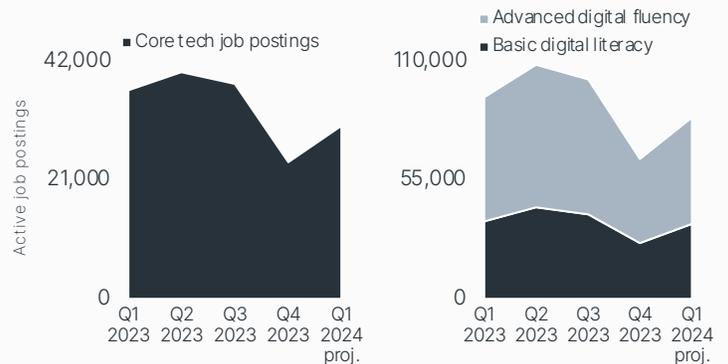
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	46,570	3.5%
Network, Cloud Engineers, Architects, Admin	24,659	1.1%
Emerging Tech, IT Project Mgt. and Other	24,232	2.3%
Cybersecurity and Systems Engineers	23,687	2.6%
IT Support Specialist and Repair Technicians	11,822	1.9%
Database, Data Science, Analytics and CS	7,443	3.4%

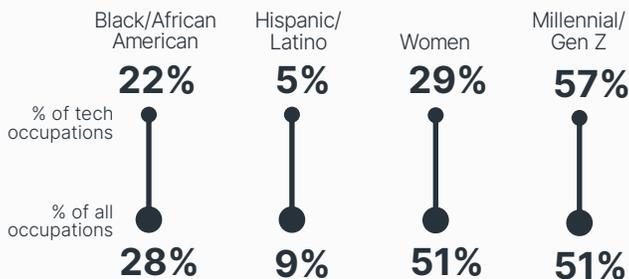
EMPLOYER HIRING INTENT VIA JOB POSTINGS



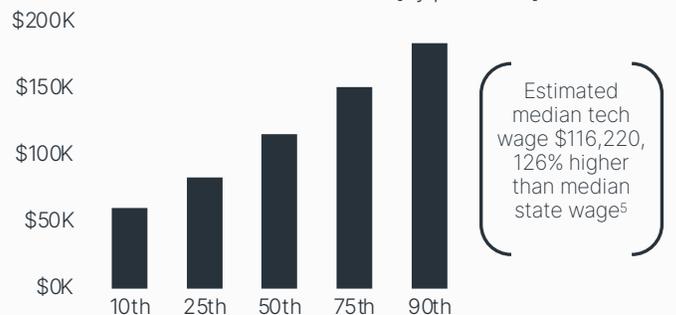
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Massachusetts



STATE OF TECHNOLOGY SUMMARY

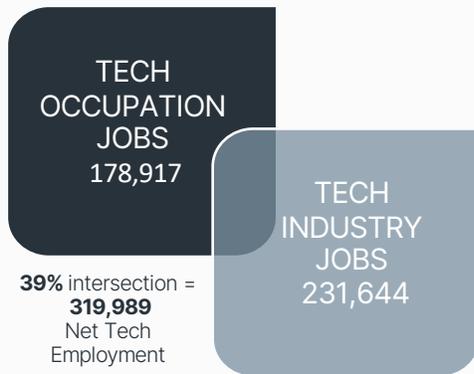
- 319,989 NET TECH EMPLOYMENT¹
- 8.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$79.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 12.6% ECONOMIC IMPACT AS A % OF OVERALL
- 20,053 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 96,043 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 29.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

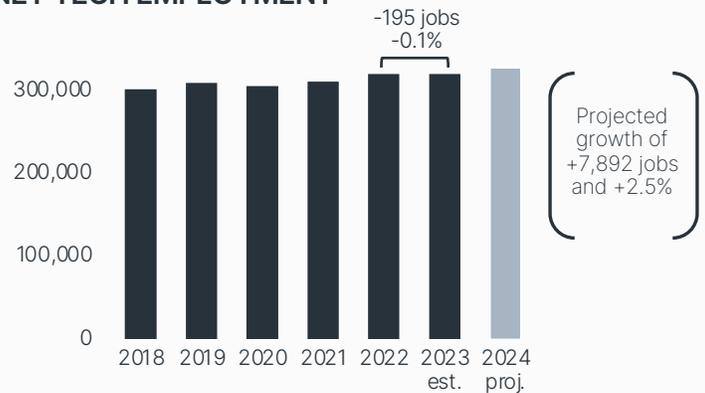
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



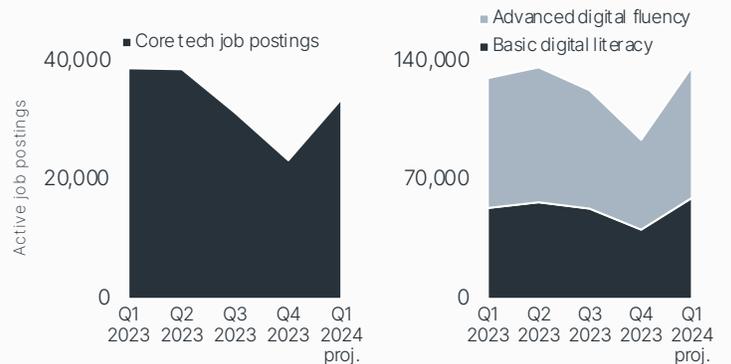
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

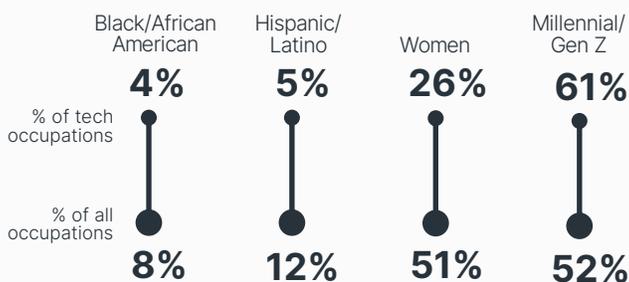
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	81,474	3.8%
IT Support Specialist and Repair Technicians	21,245	2.0%
Network, Cloud Engineers, Architects, Admin	16,120	2.0%
Cybersecurity and Systems Engineers	15,737	3.1%
Emerging Tech, IT Project Mgt. and Other	11,538	2.5%
Database, Data Science, Analytics and CS	9,309	4.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



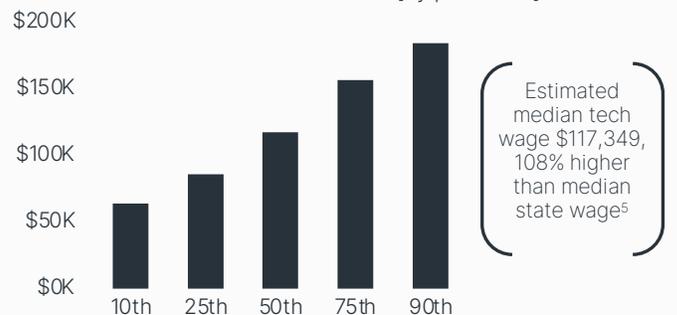
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Michigan



STATE OF TECHNOLOGY SUMMARY

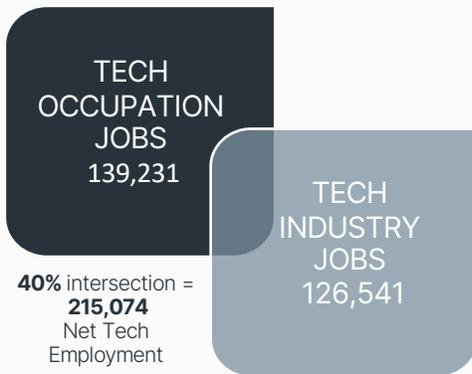
- 215,074 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$27.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.9% ECONOMIC IMPACT AS A % OF OVERALL
- 19,104 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 81,149 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

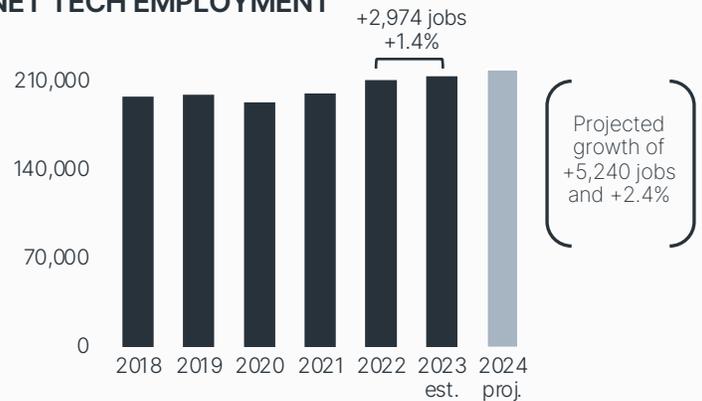
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



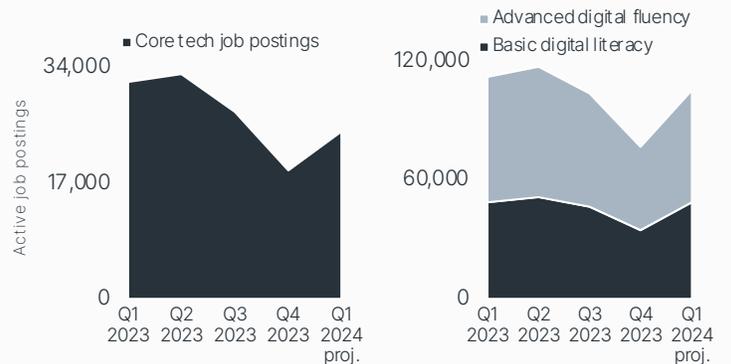
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

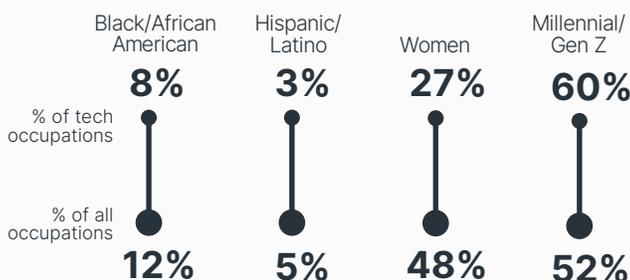
	2023	2024 % Change ³
Software, Programmers, Web and QA	55,020	3.1%
IT Support Specialist and Repair Technicians	23,537	1.0%
Cybersecurity and Systems Engineers	18,757	2.0%
Network, Cloud Engineers, Architects, Admin	11,953	1.9%
Emerging Tech, IT Project Mgt. and Other	7,614	2.7%
Database, Data Science, Analytics and CS	7,015	4.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



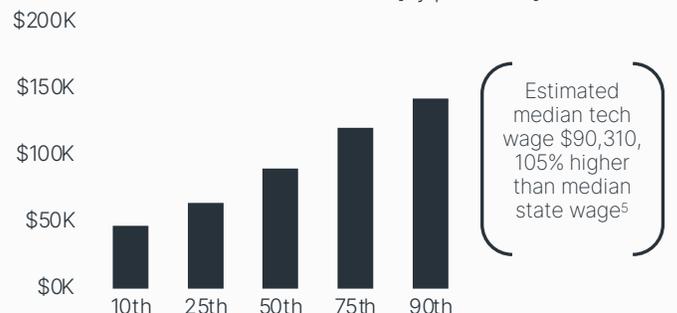
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Minnesota



STATE OF TECHNOLOGY SUMMARY

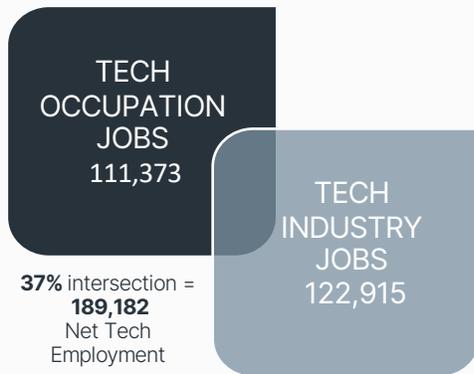
- 189,182 NET TECH EMPLOYMENT¹
- 6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$31.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.6% ECONOMIC IMPACT AS A % OF OVERALL
- 14,273 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 45,175 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

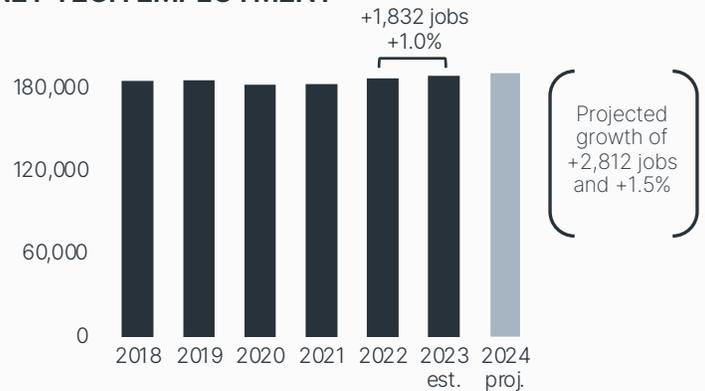
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



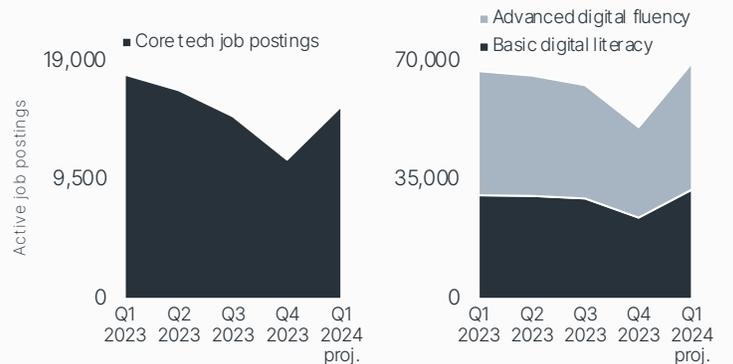
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	46,596	2.5%
Cybersecurity and Systems Engineers	16,337	1.6%
IT Support Specialist and Repair Technicians	16,069	0.8%
Network, Cloud Engineers, Architects, Admin	13,895	0.8%
Emerging Tech, IT Project Mgt. and Other	4,804	2.2%
Database, Data Science, Analytics and CS	4,027	3.1%

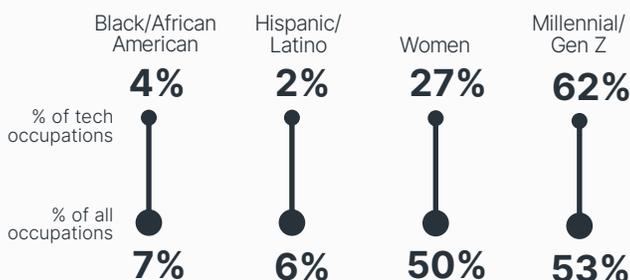
EMPLOYER HIRING INTENT VIA JOB POSTINGS



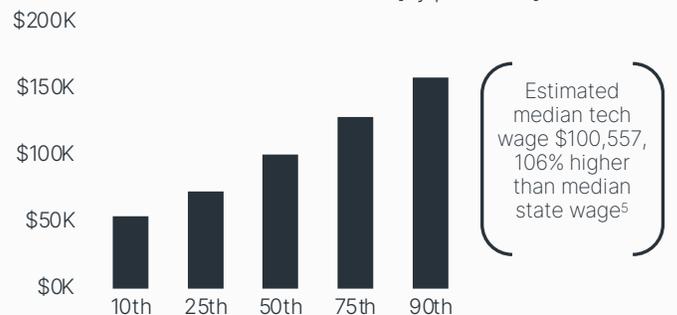
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



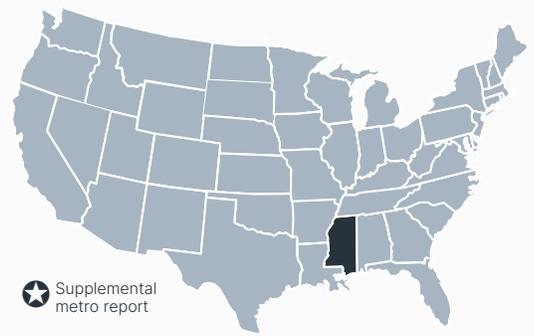
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Mississippi



STATE OF TECHNOLOGY SUMMARY

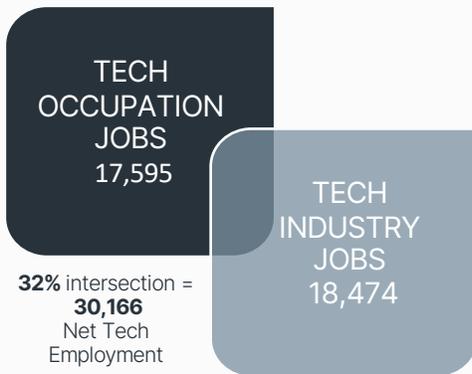
- 30,166 NET TECH EMPLOYMENT¹
- 2.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2.8% ECONOMIC IMPACT AS A % OF OVERALL
- 3,920 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,237 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

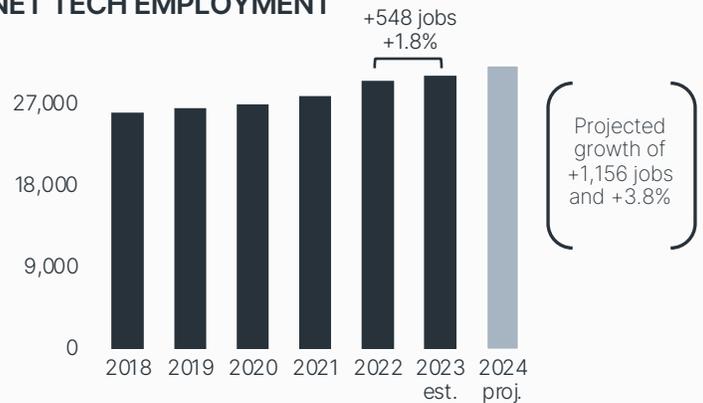
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



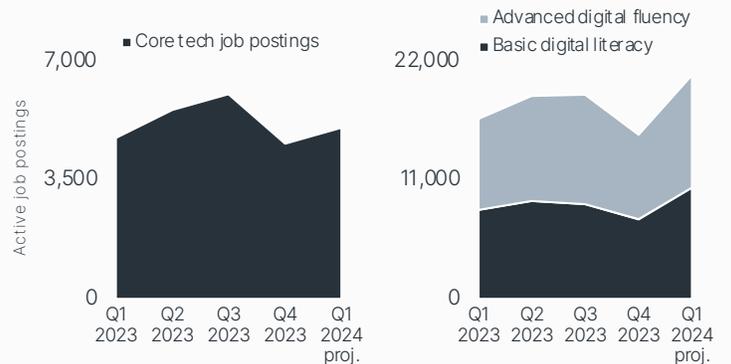
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

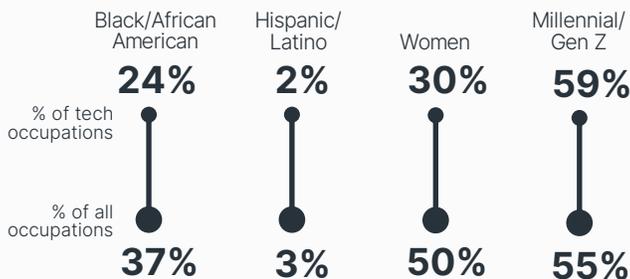
	2023	2024 % Change ³
Software, Programmers, Web and QA	4,770	6.2%
IT Support Specialist and Repair Technicians	3,485	2.6%
Network, Cloud Engineers, Architects, Admin	2,870	2.1%
Cybersecurity and Systems Engineers	2,453	3.8%
Emerging Tech, IT Project Mgt. and Other	1,267	4.4%
Database, Data Science, Analytics and CS	1,136	4.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

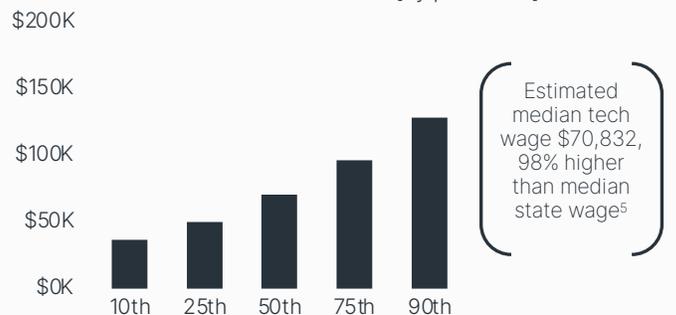


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



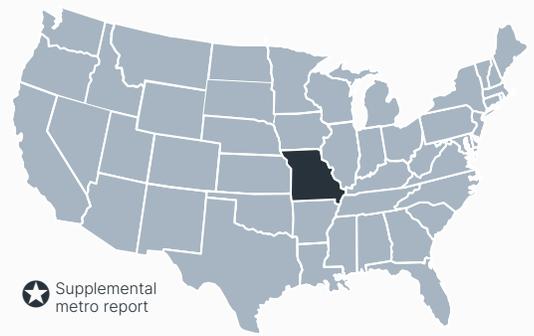
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Missouri



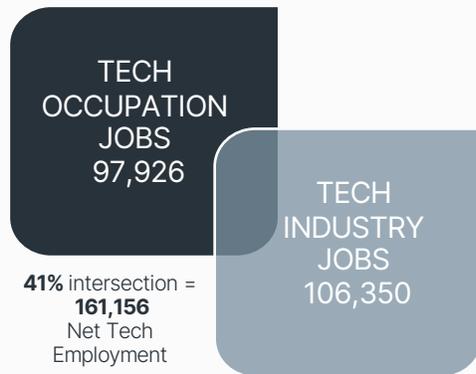
STATE OF TECHNOLOGY SUMMARY

- 161,156 NET TECH EMPLOYMENT¹
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$23.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.5% ECONOMIC IMPACT AS A % OF OVERALL
- 13,092 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 51,685 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.1% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

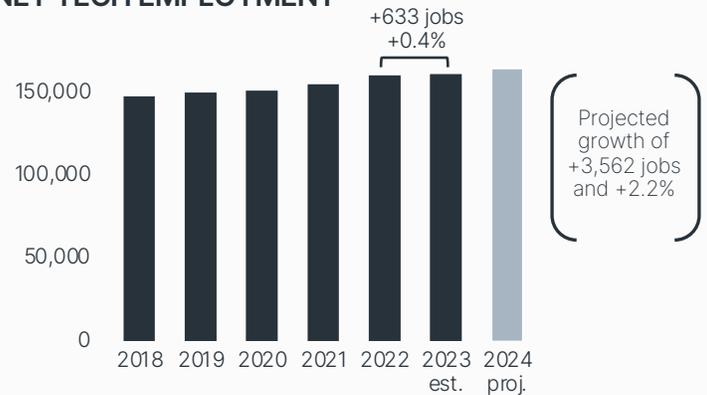
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



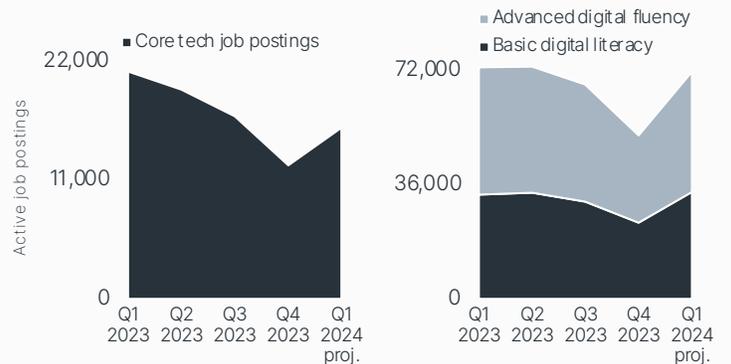
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

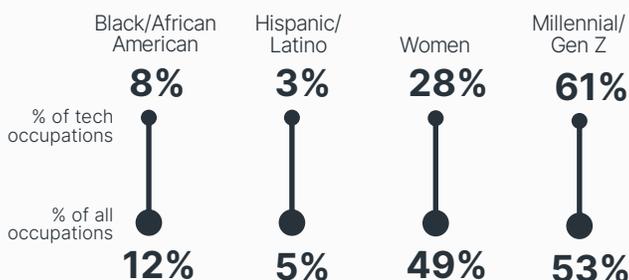
	2023	2024 % Change ³
Software, Programmers, Web and QA	31,498	3.7%
Network, Cloud Engineers, Architects, Admin	15,461	0.6%
IT Support Specialist and Repair Technicians	14,727	1.2%
Cybersecurity and Systems Engineers	11,510	2.2%
Database, Data Science, Analytics and CS	7,734	2.8%
Emerging Tech, IT Project Mgt. and Other	7,623	1.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



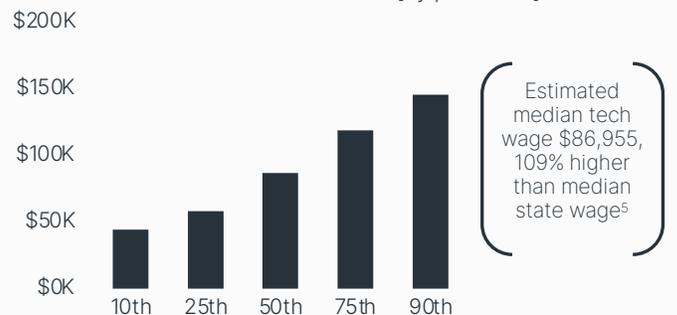
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



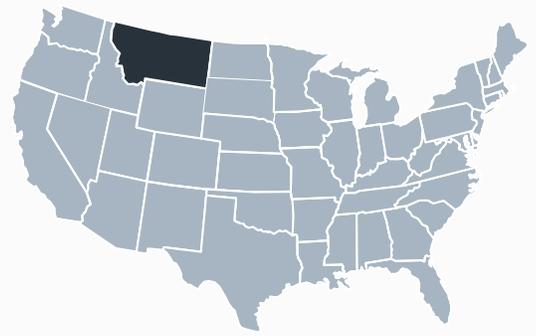
⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Montana



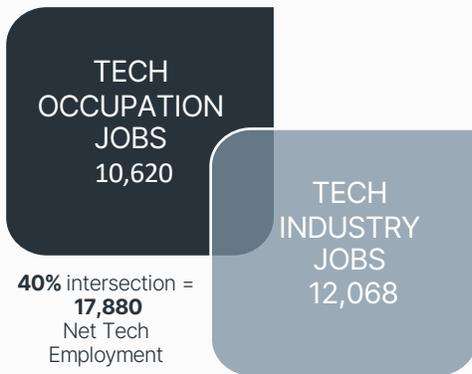
STATE OF TECHNOLOGY SUMMARY

- 17,880 NET TECH EMPLOYMENT¹
- 3.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.9% ECONOMIC IMPACT AS A % OF OVERALL
- 3,574 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,186 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

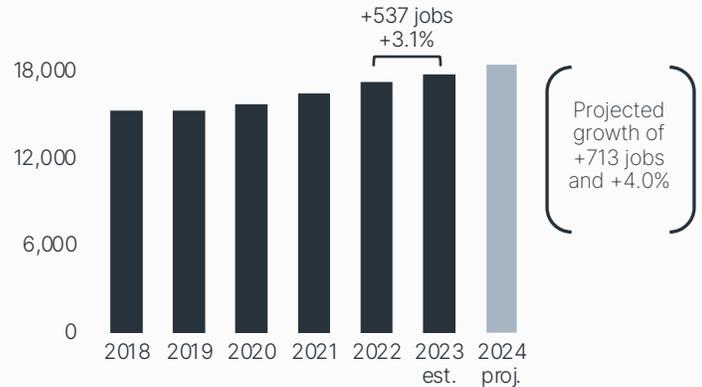
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



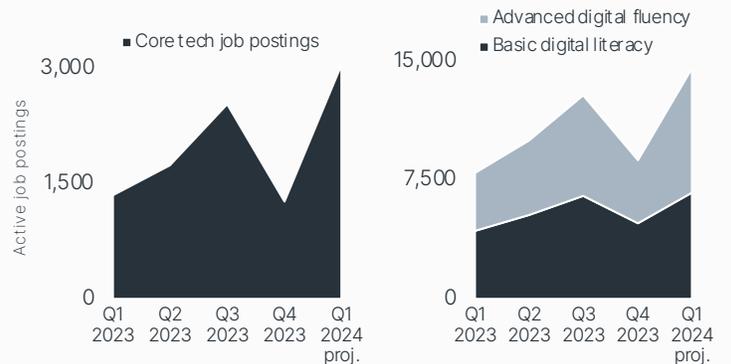
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

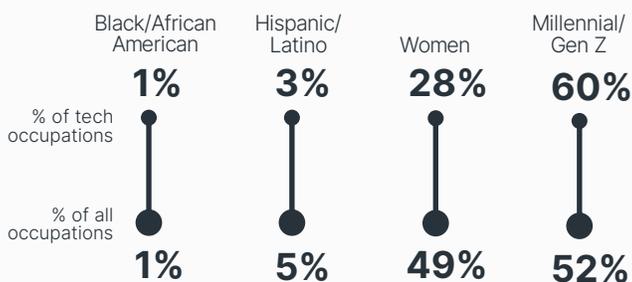
	2023	2024 % Change ³
Software, Programmers, Web and QA	3,534	5.6%
IT Support Specialist and Repair Technicians	1,984	2.2%
Network, Cloud Engineers, Architects, Admin	1,921	2.4%
Cybersecurity and Systems Engineers	862	4.8%
Emerging Tech, IT Project Mgt. and Other	831	4.1%
Database, Data Science, Analytics and CS	477	4.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

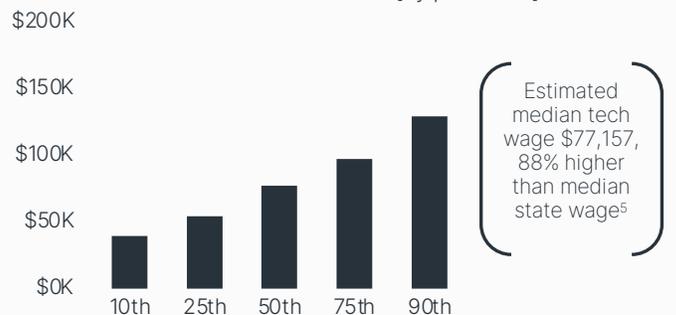


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



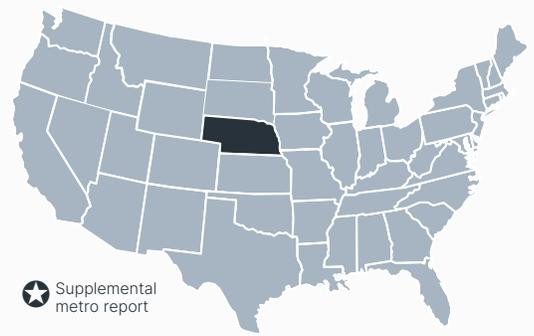
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Nebraska



STATE OF TECHNOLOGY SUMMARY

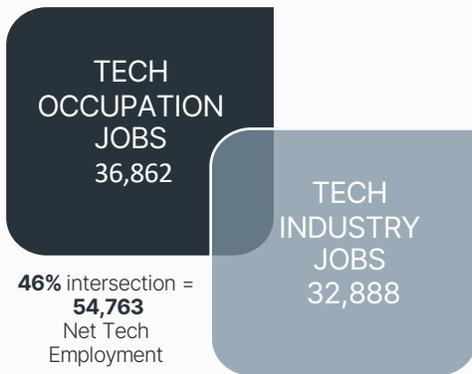
- 54,763 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$7.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.4% ECONOMIC IMPACT AS A % OF OVERALL
- 4,329 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,157 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

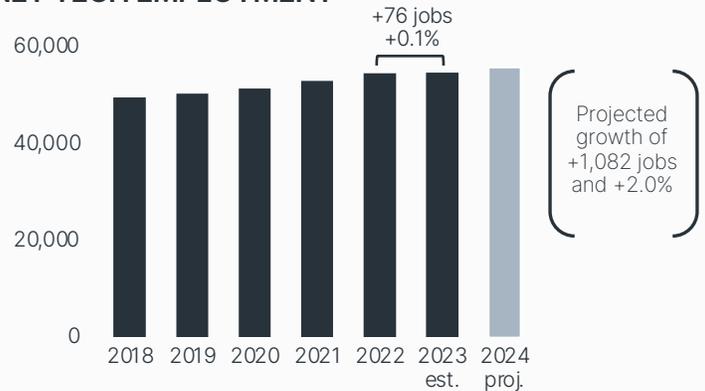
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



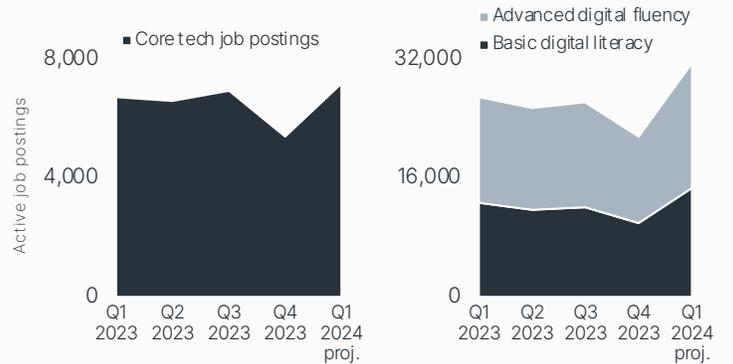
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

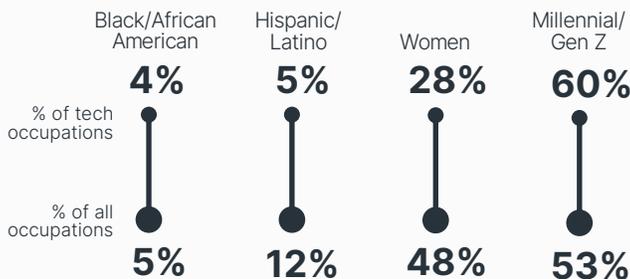
	2023	2024 % Change ³
Software, Programmers, Web and QA	11,442	3.2%
IT Support Specialist and Repair Technicians	5,306	1.4%
Network, Cloud Engineers, Architects, Admin	4,968	1.1%
Emerging Tech, IT Project Mgt. and Other	4,226	1.5%
Cybersecurity and Systems Engineers	4,184	1.9%
Database, Data Science, Analytics and CS	2,395	2.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



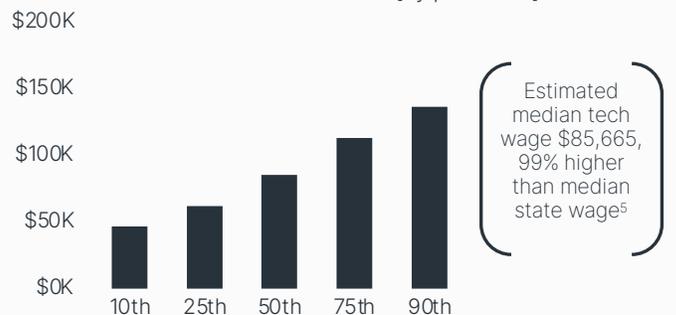
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Nevada



STATE OF TECHNOLOGY SUMMARY

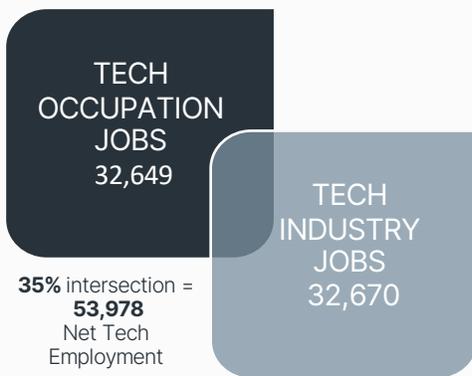
- 53,978 NET TECH EMPLOYMENT¹
- 3.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$9.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.6% ECONOMIC IMPACT AS A % OF OVERALL
- 5,515 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,236 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

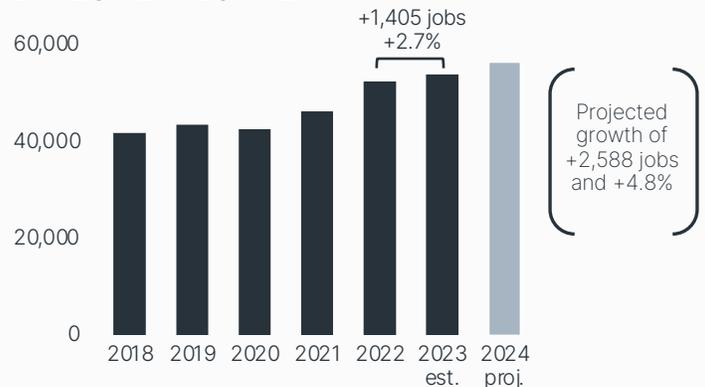
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



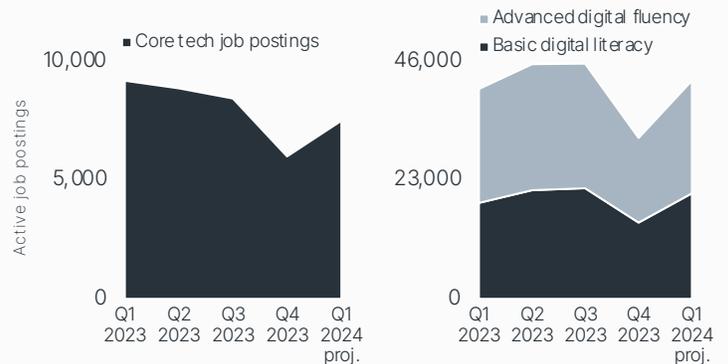
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	8,697	7.4%
IT Support Specialist and Repair Technicians	8,418	2.9%
Network, Cloud Engineers, Architects, Admin	4,258	3.8%
Emerging Tech, IT Project Mgt. and Other	4,145	3.9%
Cybersecurity and Systems Engineers	2,872	6.1%
Database, Data Science, Analytics and CS	1,822	6.7%

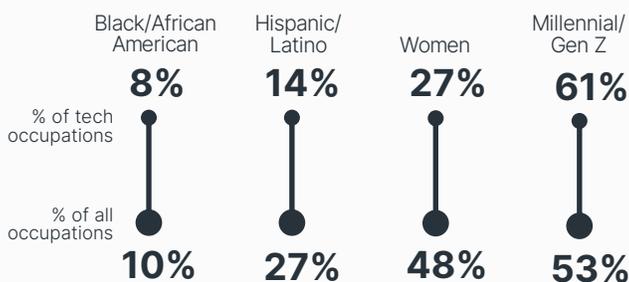
EMPLOYER HIRING INTENT VIA JOB POSTINGS



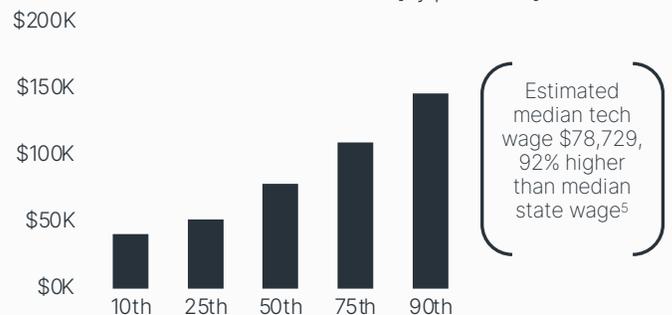
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

New Hampshire



STATE OF TECHNOLOGY SUMMARY

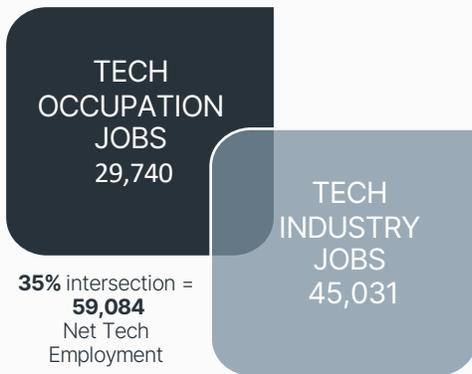
- 59,084 NET TECH EMPLOYMENT¹
- 8.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$12.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 12.5% ECONOMIC IMPACT AS A % OF OVERALL
- 6,617 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,577 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 24.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

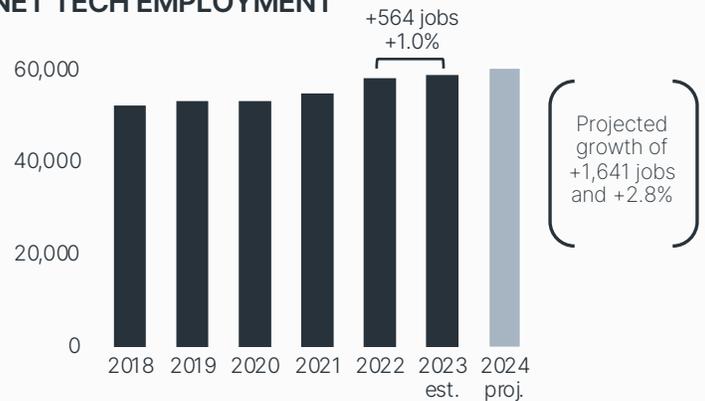
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



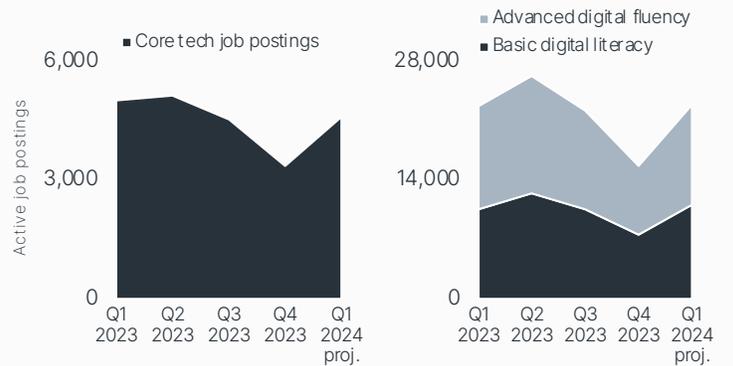
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

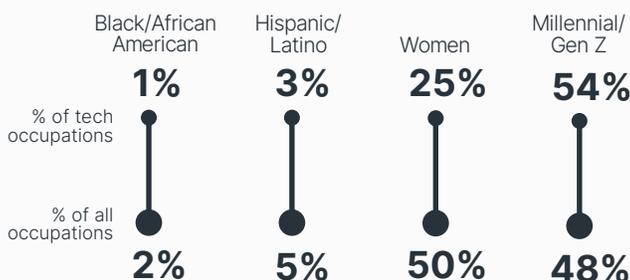
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	11,483	4.3%
IT Support Specialist and Repair Technicians	4,495	2.2%
Network, Cloud Engineers, Architects, Admin	3,841	2.1%
Cybersecurity and Systems Engineers	3,471	3.6%
Database, Data Science, Analytics and CS	1,407	4.9%
Emerging Tech, IT Project Mgt. and Other	1,160	4.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

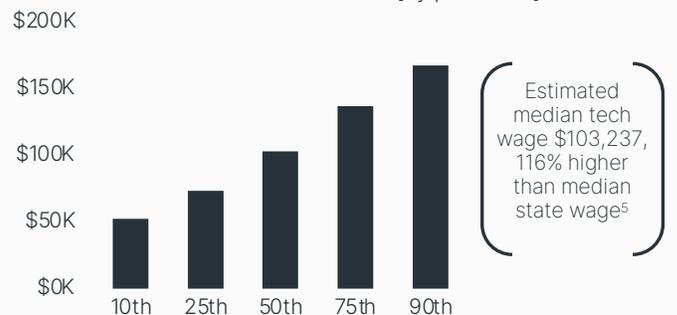


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

New Jersey



STATE OF TECHNOLOGY SUMMARY

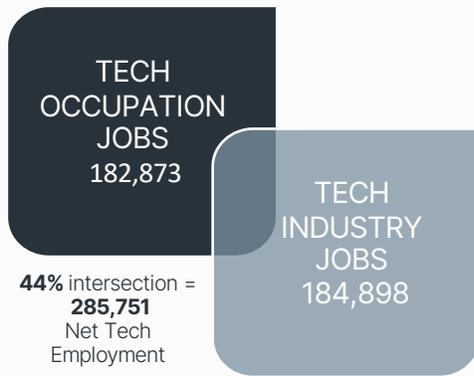
- 285,751 NET TECH EMPLOYMENT¹
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$55.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.0% ECONOMIC IMPACT AS A % OF OVERALL
- 17,033 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 94,209 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

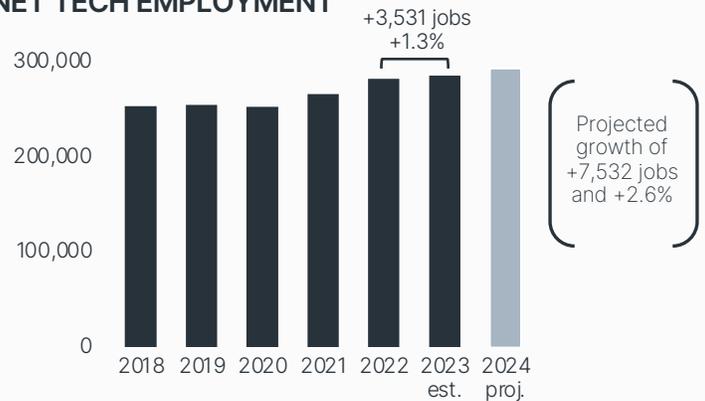
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



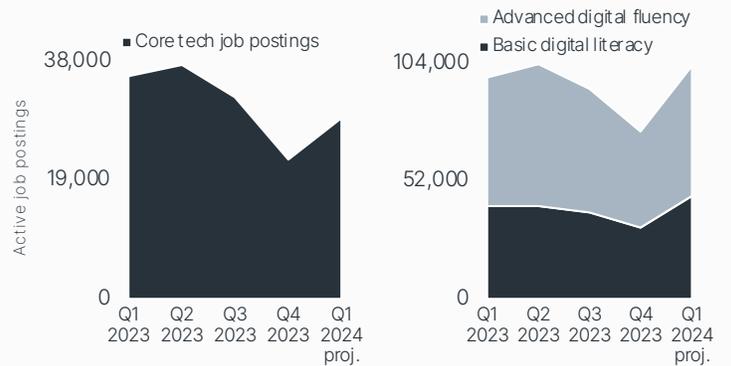
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

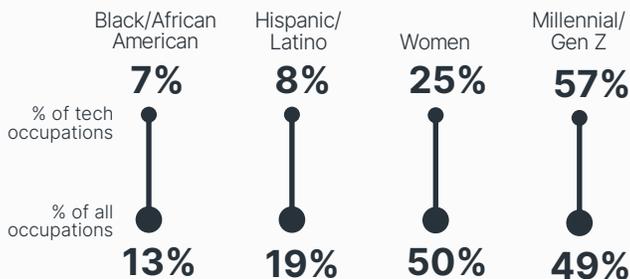
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	77,399	3.6%
Network, Cloud Engineers, Architects, Admin	21,192	1.6%
IT Support Specialist and Repair Technicians	19,335	2.0%
Cybersecurity and Systems Engineers	18,963	3.2%
Emerging Tech, IT Project Mgt. and Other	12,892	2.3%
Database, Data Science, Analytics and CS	8,606	3.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



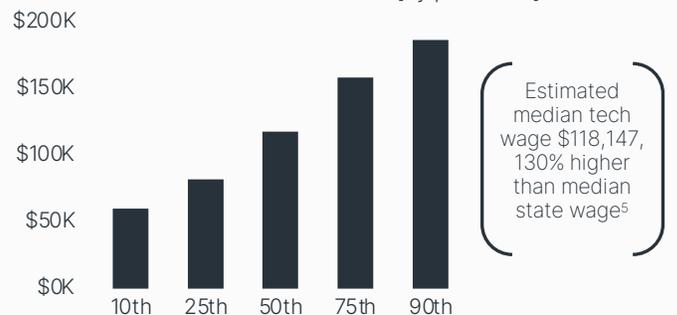
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

New Mexico



STATE OF TECHNOLOGY SUMMARY

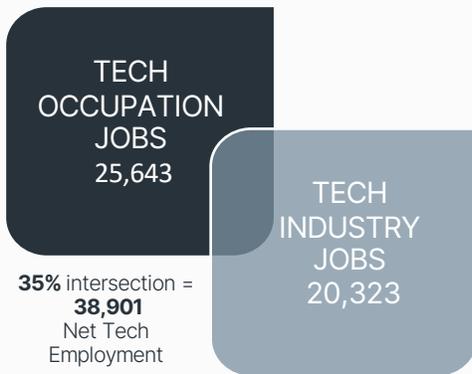
- 38,901 NET TECH EMPLOYMENT¹
- 4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$4.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.5% ECONOMIC IMPACT AS A % OF OVERALL
- 3,458 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,552 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 22.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

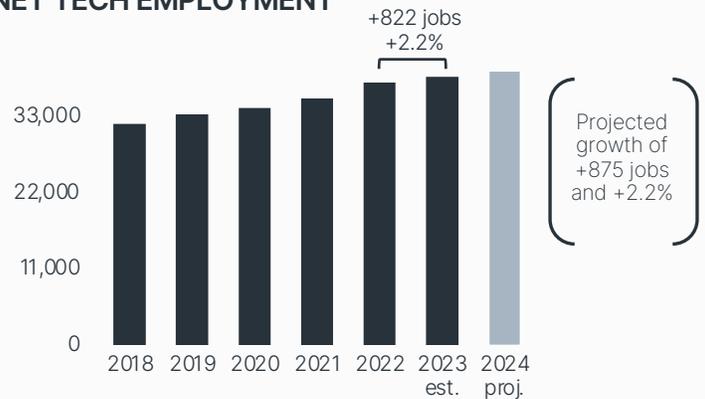
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



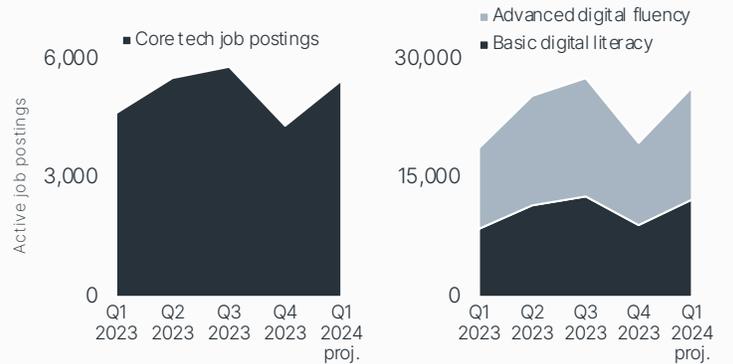
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

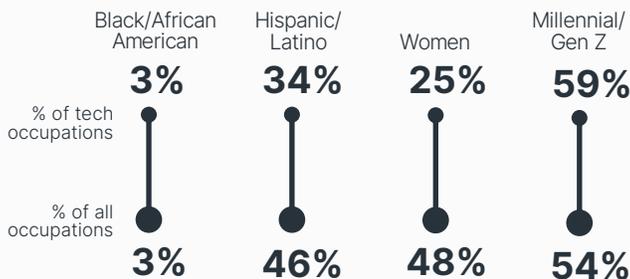
	2023	2024 % Change ³
Software, Programmers, Web and QA	5,286	4.8%
IT Support Specialist and Repair Technicians	4,269	1.2%
Cybersecurity and Systems Engineers	4,206	3.1%
Network, Cloud Engineers, Architects, Admin	3,498	1.3%
Database, Data Science, Analytics and CS	2,948	3.2%
Emerging Tech, IT Project Mgt. and Other	1,224	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

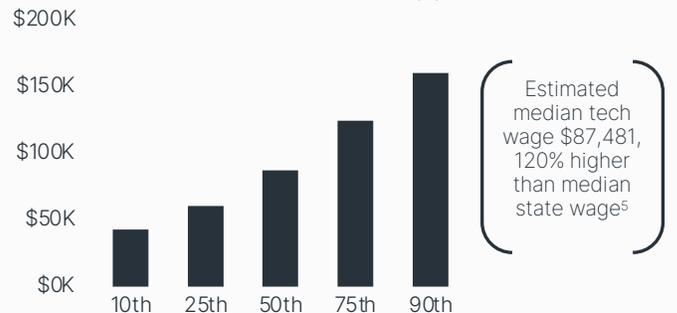


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

New York



STATE OF TECHNOLOGY SUMMARY

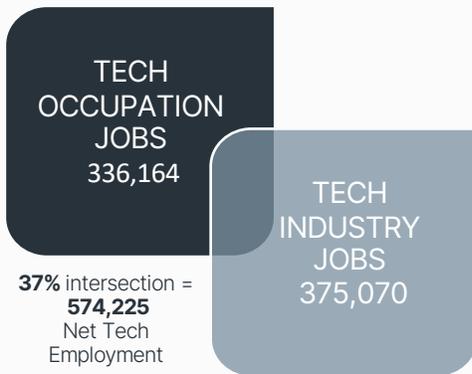
- 574,225 NET TECH EMPLOYMENT¹
- 5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$166.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.0% ECONOMIC IMPACT AS A % OF OVERALL
- 27,882 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 128,523 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 23.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

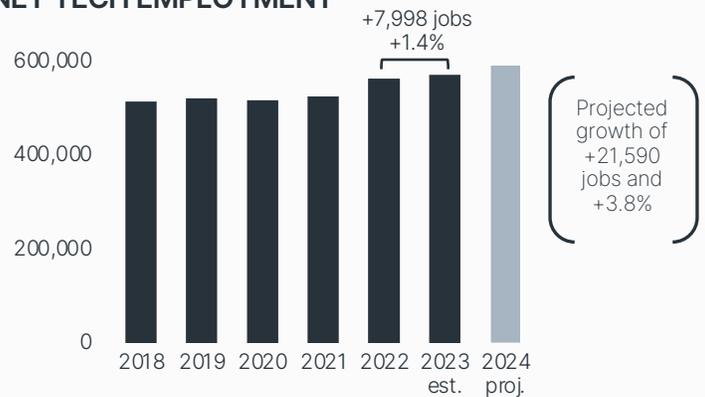
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



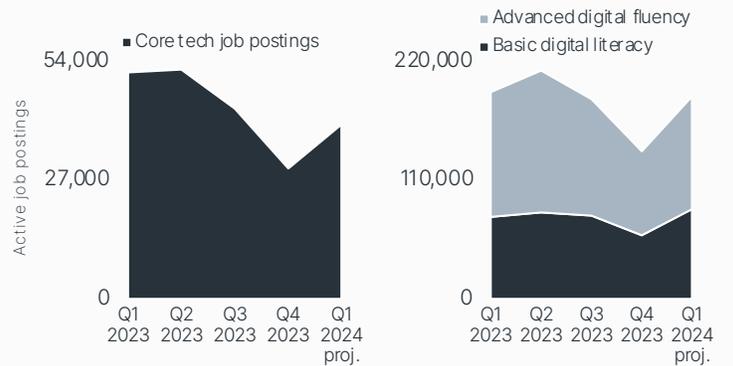
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	141,793	4.8%
IT Support Specialist and Repair Technicians	46,146	2.5%
Network, Cloud Engineers, Architects, Admin	42,216	2.4%
Cybersecurity and Systems Engineers	30,162	4.2%
Database, Data Science, Analytics and CS	24,804	4.7%
Emerging Tech, IT Project Mgt. and Other	12,727	4.6%

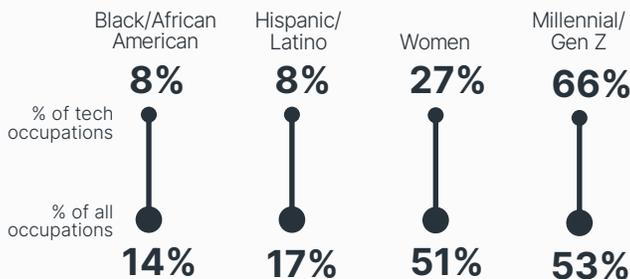
EMPLOYER HIRING INTENT VIA JOB POSTINGS



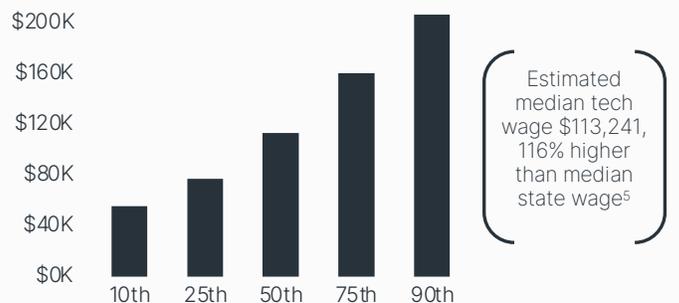
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



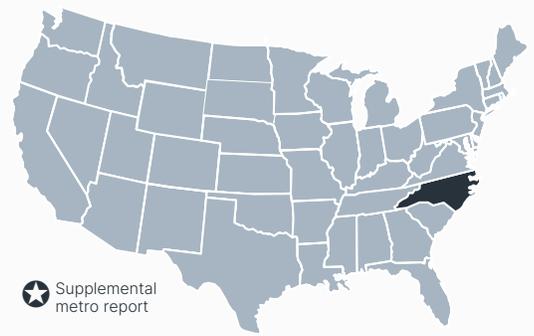
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

North Carolina



STATE OF TECHNOLOGY SUMMARY

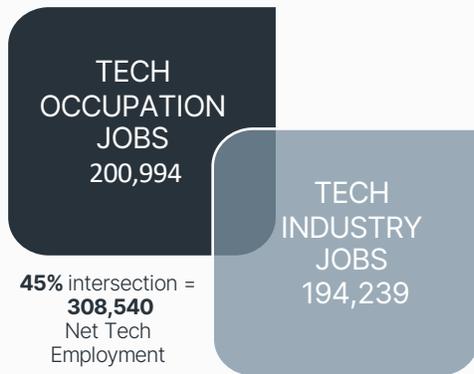
- 308,540 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$48.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.4% ECONOMIC IMPACT AS A % OF OVERALL
- 24,297 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 103,791 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

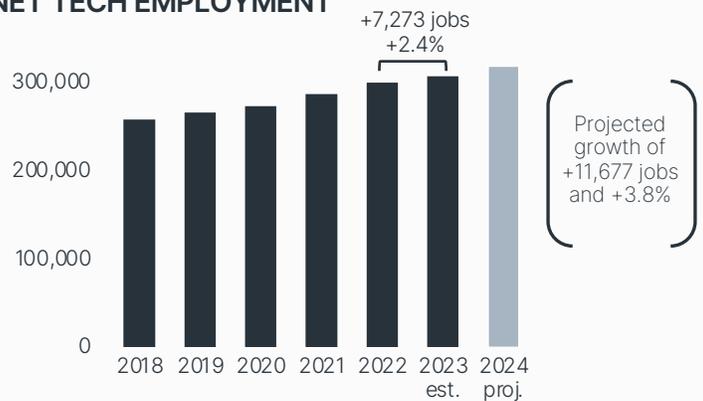
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



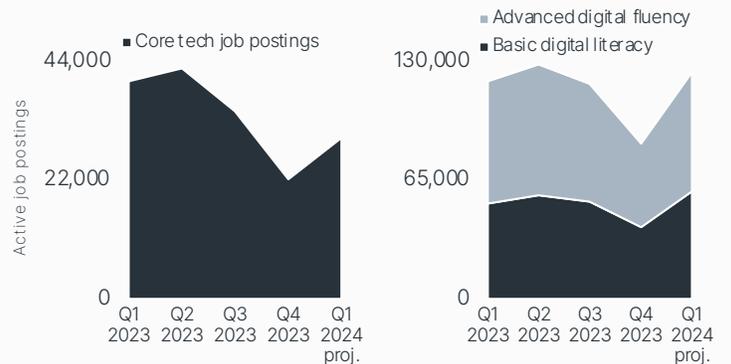
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

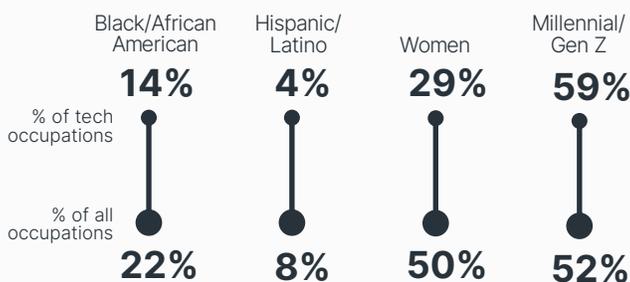
	2023	2024 % Change ³
Software, Programmers, Web and QA	80,739	4.9%
Cybersecurity and Systems Engineers	30,618	3.6%
IT Support Specialist and Repair Technicians	26,538	2.8%
Network, Cloud Engineers, Architects, Admin	22,381	2.9%
Database, Data Science, Analytics and CS	11,452	5.0%
Emerging Tech, IT Project Mgt. and Other	7,744	4.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



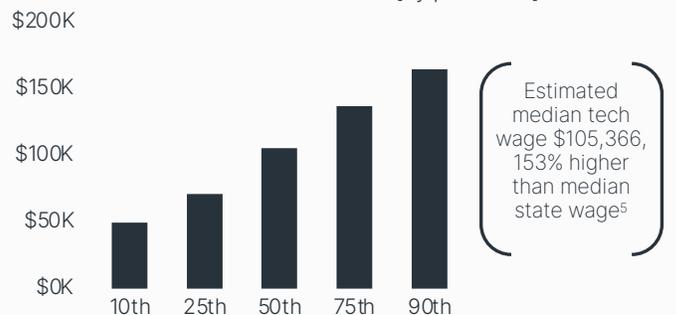
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



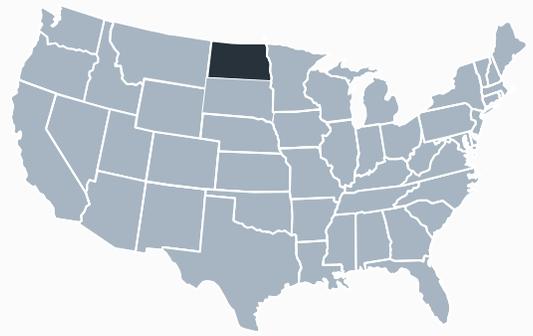
⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

North Dakota



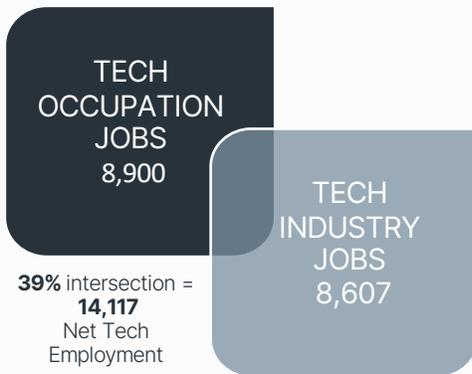
STATE OF TECHNOLOGY SUMMARY

- 14,117 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$1.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.0% ECONOMIC IMPACT AS A % OF OVERALL
- 1,504 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,930 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 28.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

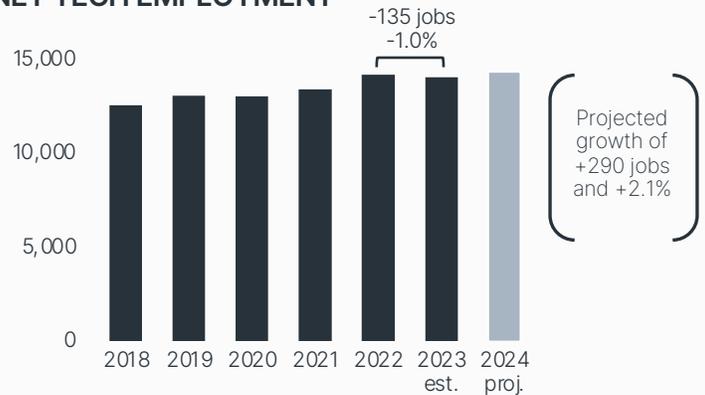
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



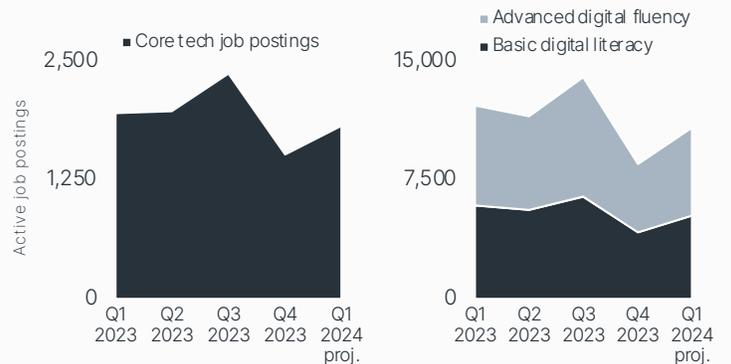
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

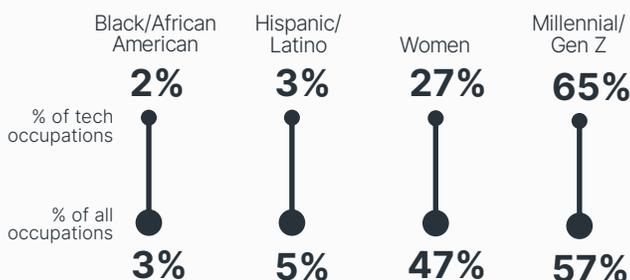
	2023	2024 % Change ³
Software, Programmers, Web and QA	2,831	2.0%
IT Support Specialist and Repair Technicians	1,653	0.9%
Network, Cloud Engineers, Architects, Admin	1,536	1.1%
Emerging Tech, IT Project Mgt. and Other	961	1.3%
Cybersecurity and Systems Engineers	776	3.2%
Database, Data Science, Analytics and CS	407	2.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

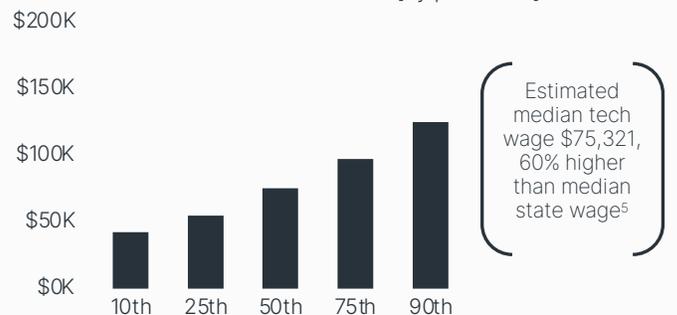


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Ohio



STATE OF TECHNOLOGY SUMMARY

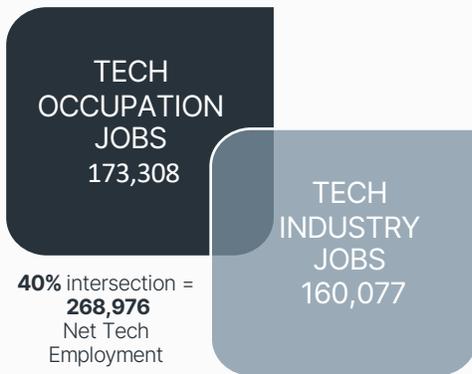
- 268,976 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$33.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.6% ECONOMIC IMPACT AS A % OF OVERALL
- 21,098 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 83,362 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

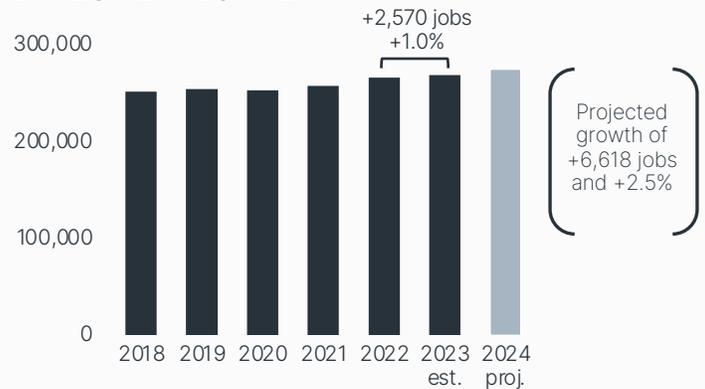
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



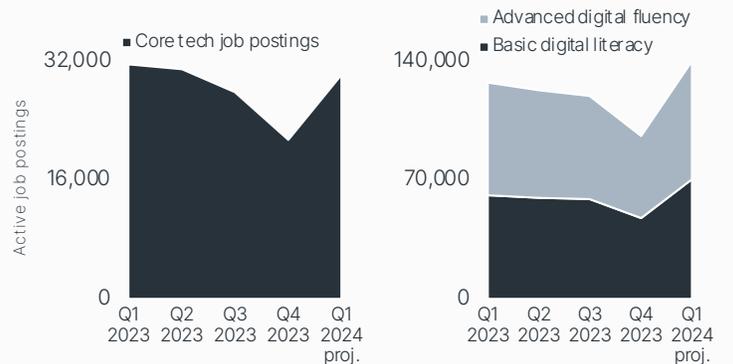
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

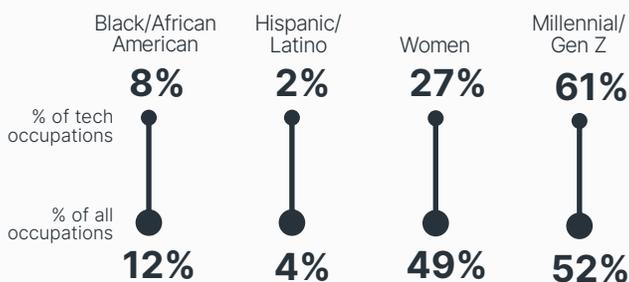
	2023	2024 % Change ³
Software, Programmers, Web and QA	60,224	3.6%
Network, Cloud Engineers, Architects, Admin	30,312	1.1%
IT Support Specialist and Repair Technicians	29,087	1.3%
Cybersecurity and Systems Engineers	24,555	2.3%
Emerging Tech, IT Project Mgt. and Other	7,717	3.0%
Database, Data Science, Analytics and CS	7,598	4.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

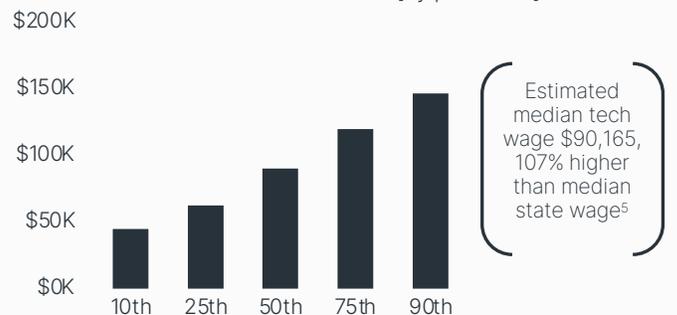


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Oklahoma



STATE OF TECHNOLOGY SUMMARY

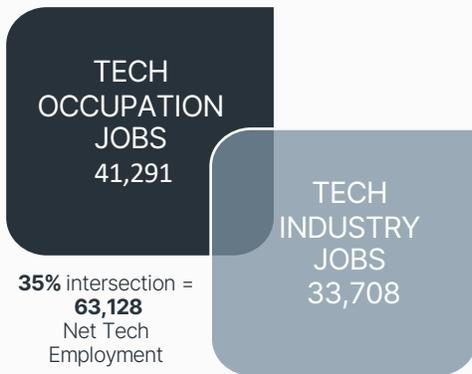
- 63,128 NET TECH EMPLOYMENT¹
- 3.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.1% ECONOMIC IMPACT AS A % OF OVERALL
- 5,910 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 26,607 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

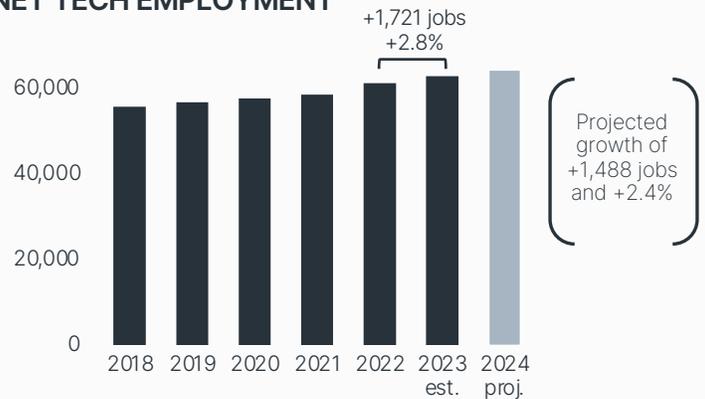
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



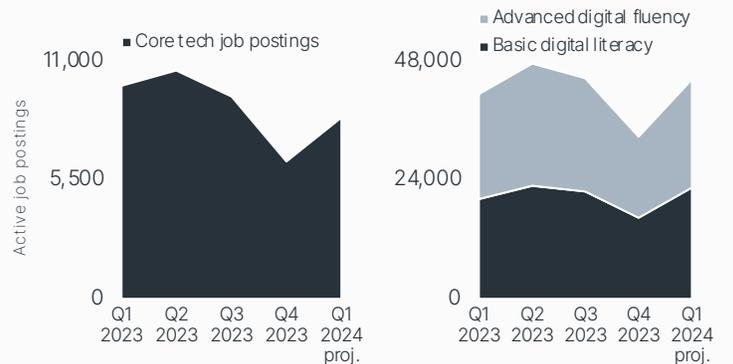
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	11,817	4.2%
IT Support Specialist and Repair Technicians	8,186	1.5%
Network, Cloud Engineers, Architects, Admin	6,352	1.3%
Cybersecurity and Systems Engineers	4,650	3.4%
Database, Data Science, Analytics and CS	3,764	3.4%
Emerging Tech, IT Project Mgt. and Other	2,842	3.5%

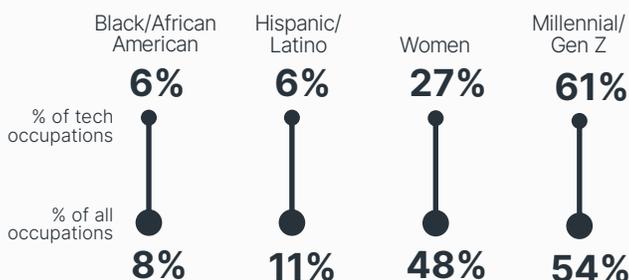
EMPLOYER HIRING INTENT VIA JOB POSTINGS



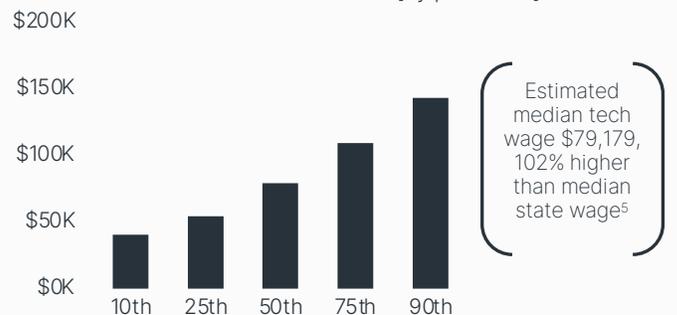
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Oregon



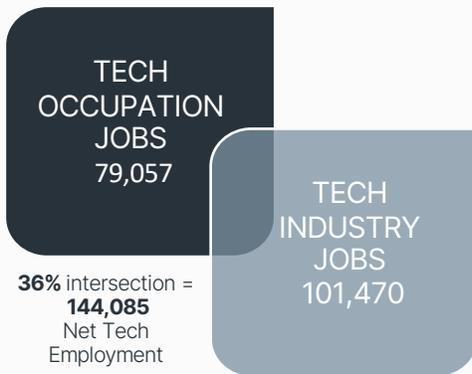
STATE OF TECHNOLOGY SUMMARY

- 144,085 NET TECH EMPLOYMENT¹
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$29.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11.1% ECONOMIC IMPACT AS A % OF OVERALL
- 9,826 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 35,146 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

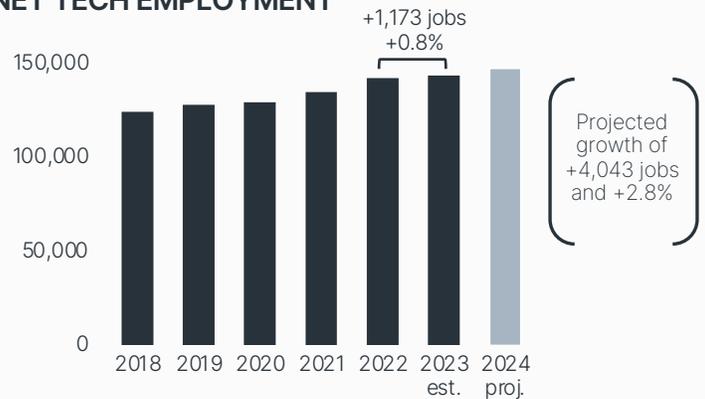
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



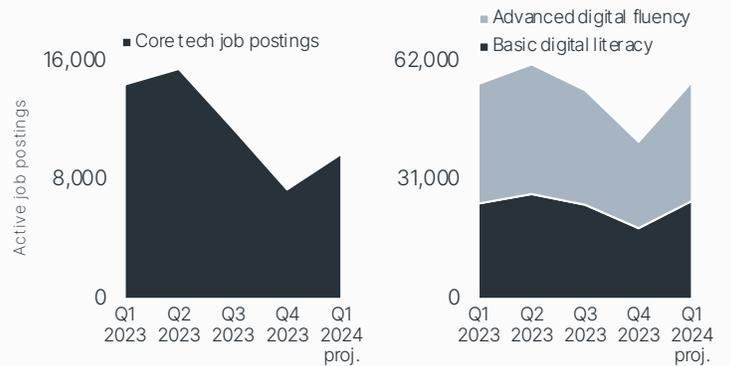
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

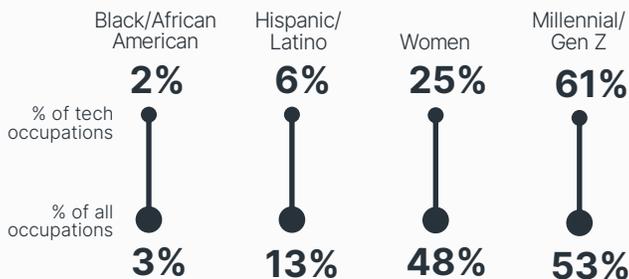
	2023	2024 % Change ³
Software, Programmers, Web and QA	28,513	3.5%
IT Support Specialist and Repair Technicians	10,628	1.7%
Network, Cloud Engineers, Architects, Admin	9,126	1.8%
Cybersecurity and Systems Engineers	7,467	2.9%
Emerging Tech, IT Project Mgt. and Other	4,588	2.6%
Database, Data Science, Analytics and CS	3,713	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

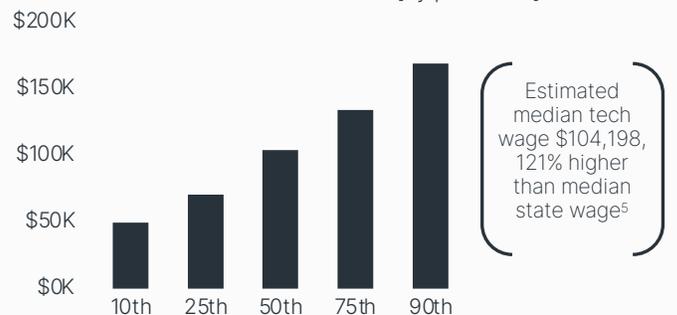


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Pennsylvania



STATE OF TECHNOLOGY SUMMARY

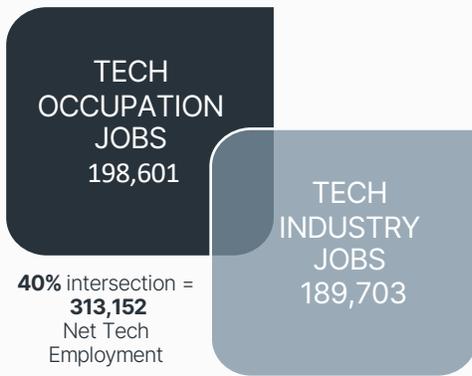
- 313,152 NET TECH EMPLOYMENT¹
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$50.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.1% ECONOMIC IMPACT AS A % OF OVERALL
- 20,138 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 78,794 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 21.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

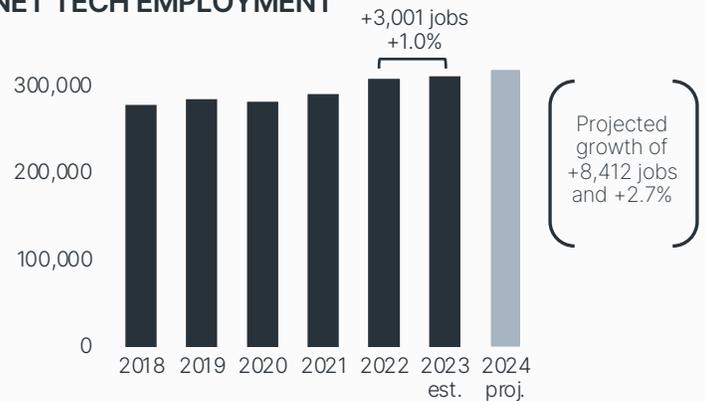
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



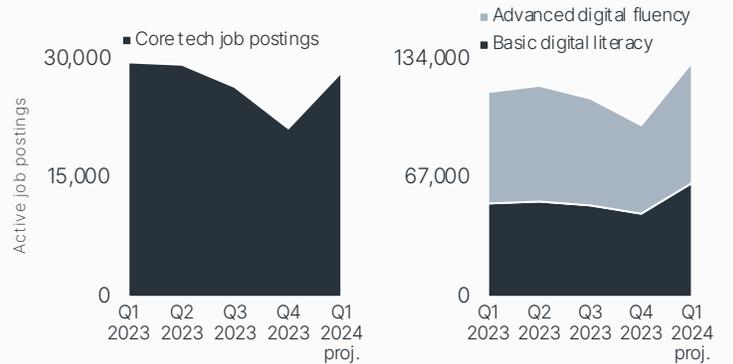
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

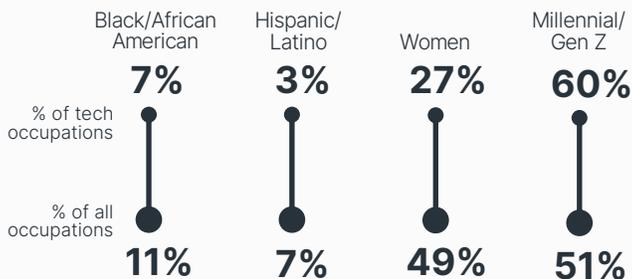
	2023	2024 % Change ³
Software, Programmers, Web and QA	67,058	3.9%
IT Support Specialist and Repair Technicians	32,276	1.4%
Cybersecurity and Systems Engineers	25,162	2.7%
Network, Cloud Engineers, Architects, Admin	20,449	2.1%
Emerging Tech, IT Project Mgt. and Other	20,064	1.9%
Database, Data Science, Analytics and CS	12,812	3.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

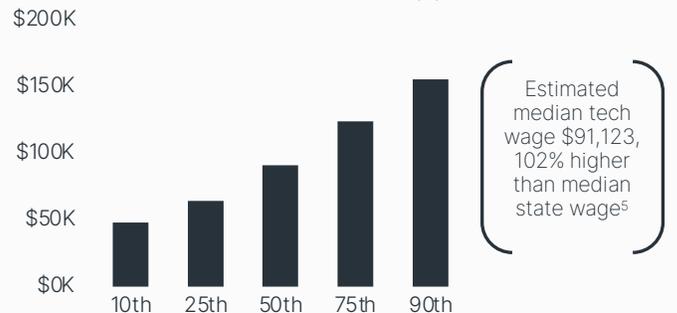


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Rhode Island



STATE OF TECHNOLOGY SUMMARY

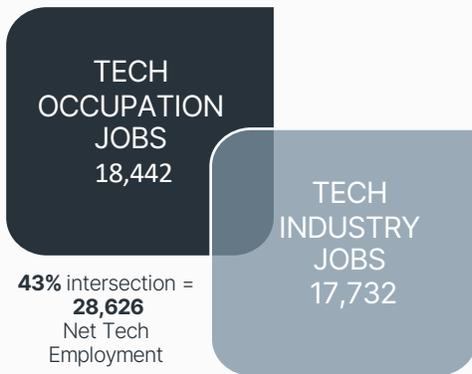
- 28,626 NET TECH EMPLOYMENT¹
- 5.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.9% ECONOMIC IMPACT AS A % OF OVERALL
- 4,106 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,824 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 25.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

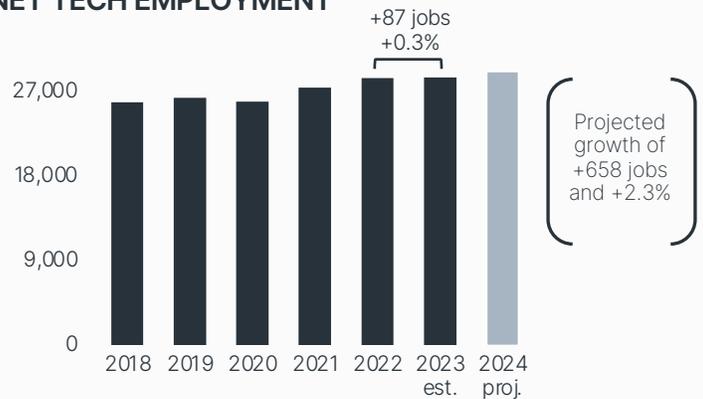
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



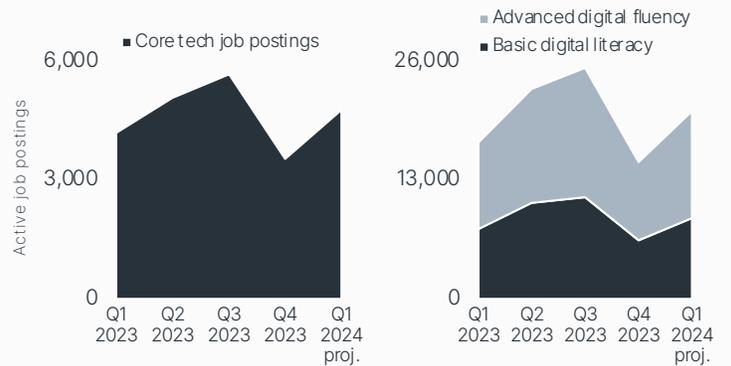
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

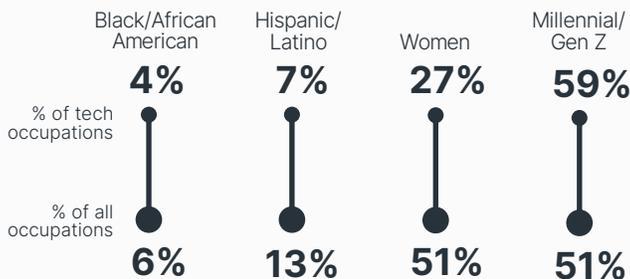
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	6,461	3.4%
IT Support Specialist and Repair Technicians	2,683	1.2%
Network, Cloud Engineers, Architects, Admin	2,679	1.2%
Cybersecurity and Systems Engineers	2,568	2.2%
Database, Data Science, Analytics and CS	1,500	3.6%
Emerging Tech, IT Project Mgt. and Other	1,166	2.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

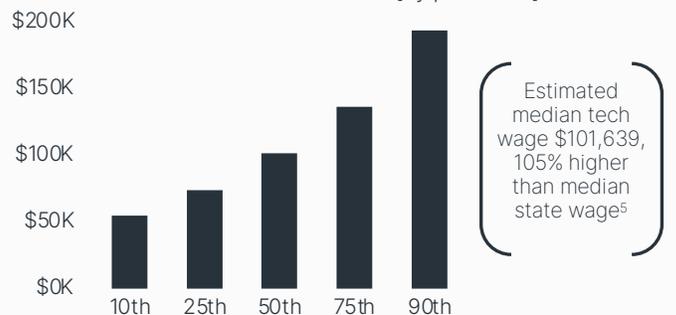


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

South Carolina



STATE OF TECHNOLOGY SUMMARY

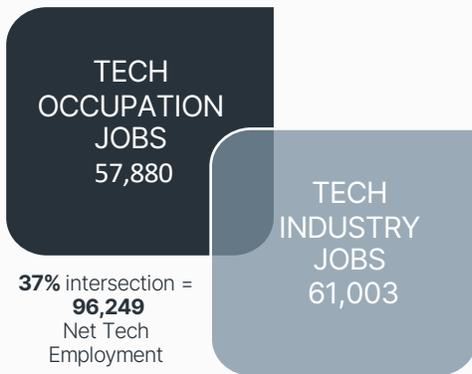
- 96,249 NET TECH EMPLOYMENT¹
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$13.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.0% ECONOMIC IMPACT AS A % OF OVERALL
- 11,972 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 27,474 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

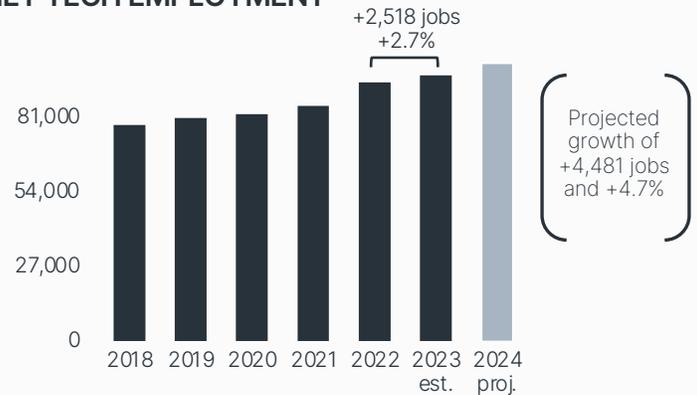
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



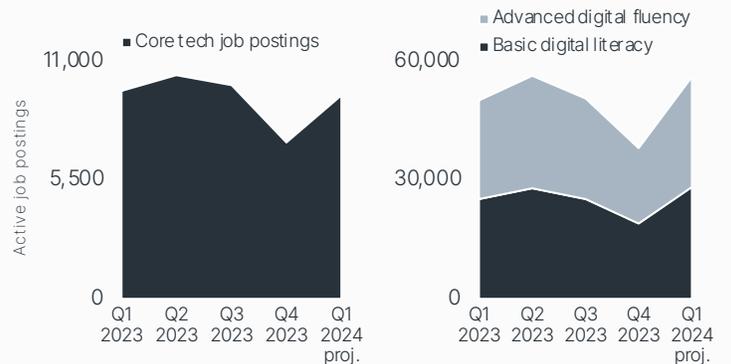
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

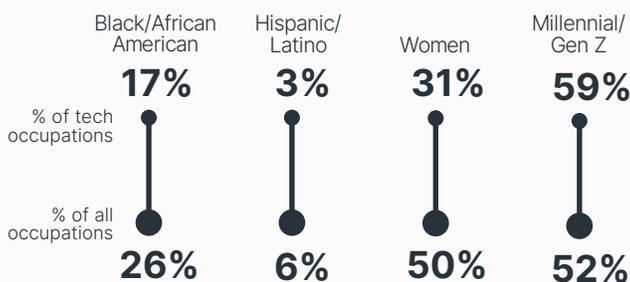
	2023	2024 % Change ³
Software, Programmers, Web and QA	17,859	6.6%
IT Support Specialist and Repair Technicians	10,689	2.8%
Cybersecurity and Systems Engineers	10,119	3.7%
Network, Cloud Engineers, Architects, Admin	7,296	3.2%
Emerging Tech, IT Project Mgt. and Other	3,637	4.6%
Database, Data Science, Analytics and CS	3,228	6.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



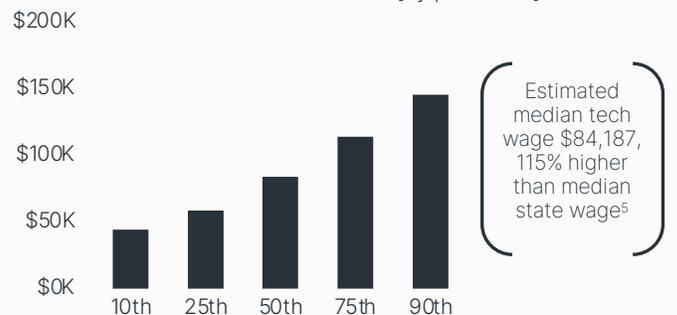
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



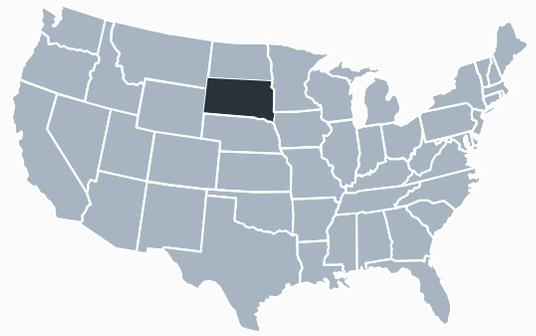
⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

South Dakota

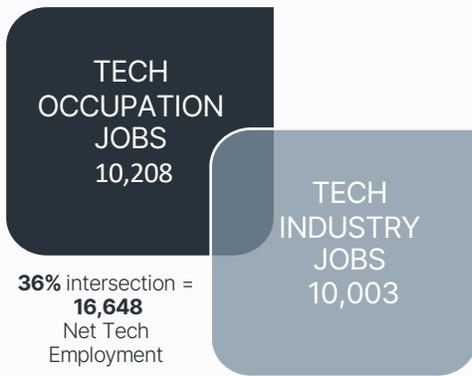


STATE OF TECHNOLOGY SUMMARY

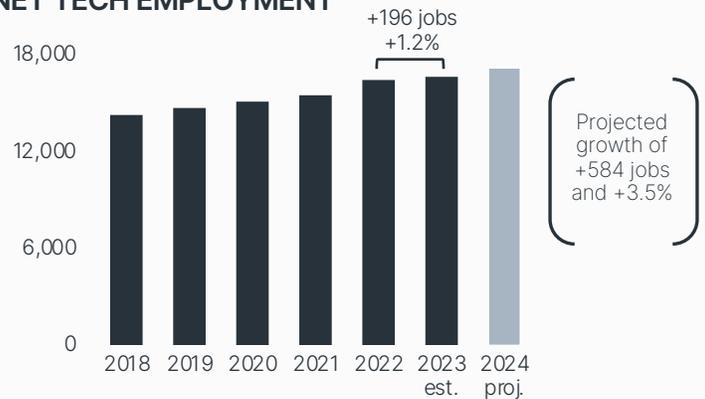
- 16,648 NET TECH EMPLOYMENT¹
- 3.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.5% ECONOMIC IMPACT AS A % OF OVERALL
- 2,220 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,280 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 26.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



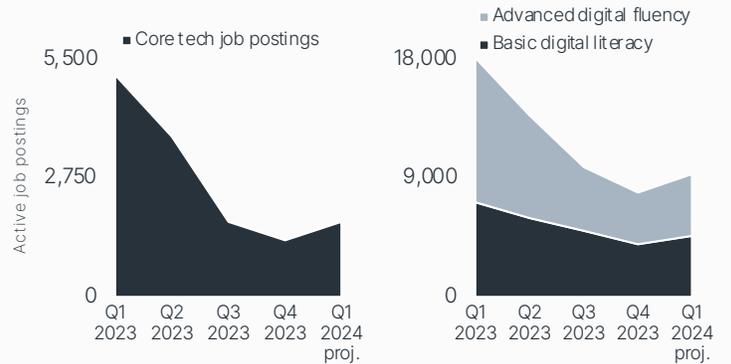
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

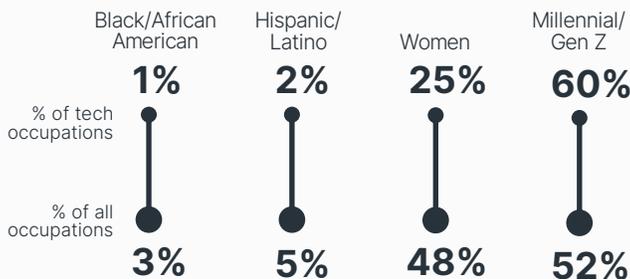
Occupation	2023	2024 % Change ³
Network, Cloud Engineers, Architects, Admin	2,952	1.3%
Software, Programmers, Web and QA	2,943	4.9%
Cybersecurity and Systems Engineers	1,582	3.7%
IT Support Specialist and Repair Technicians	1,465	2.2%
Emerging Tech, IT Project Mgt. and Other	371	4.8%
Database, Data Science, Analytics and CS	351	6.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

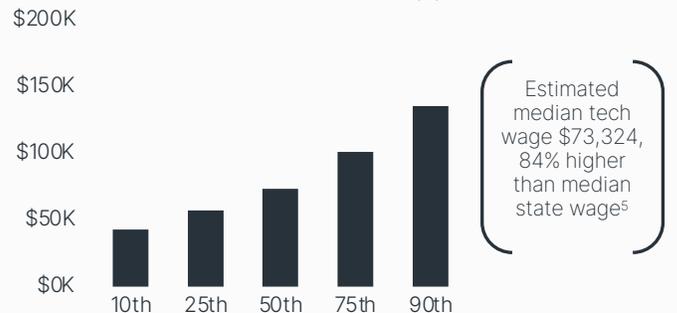


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



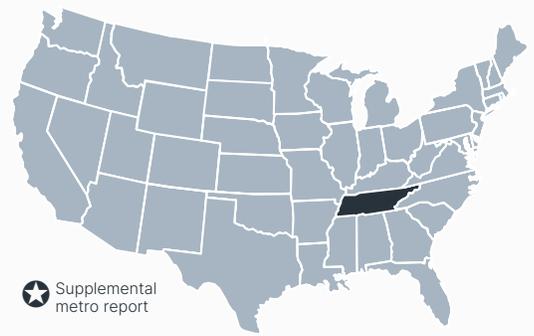
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Tennessee



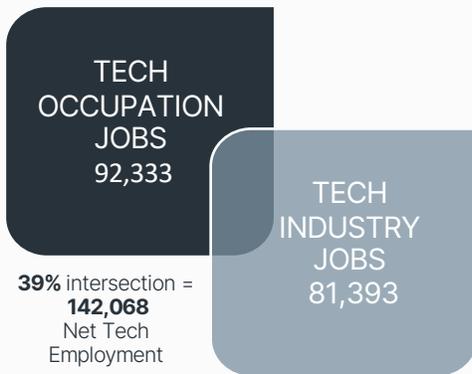
STATE OF TECHNOLOGY SUMMARY

- 142,068 NET TECH EMPLOYMENT¹
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$20.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.7% ECONOMIC IMPACT AS A % OF OVERALL
- 15,541 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 40,672 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

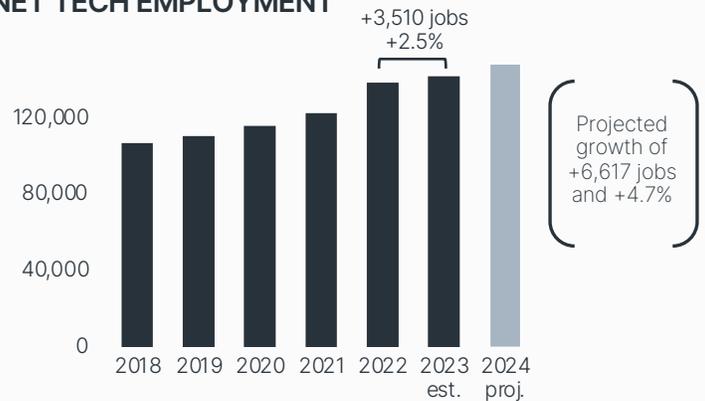
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



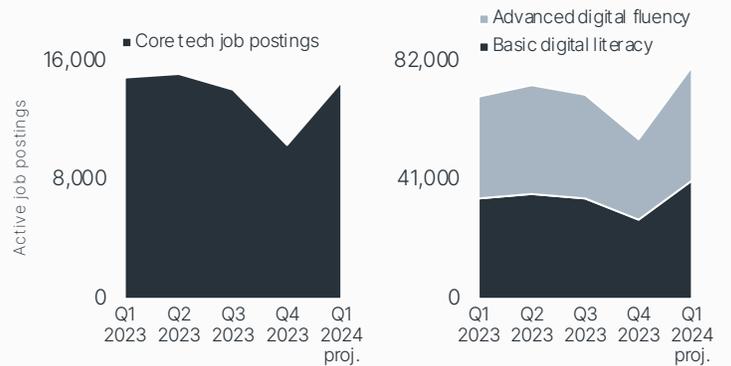
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	28,910	6.5%
Emerging Tech, IT Project Mgt. and Other	14,418	3.1%
Network, Cloud Engineers, Architects, Admin	12,275	3.1%
Cybersecurity and Systems Engineers	11,850	4.4%
IT Support Specialist and Repair Technicians	11,217	3.7%
Database, Data Science, Analytics and CS	3,810	6.2%

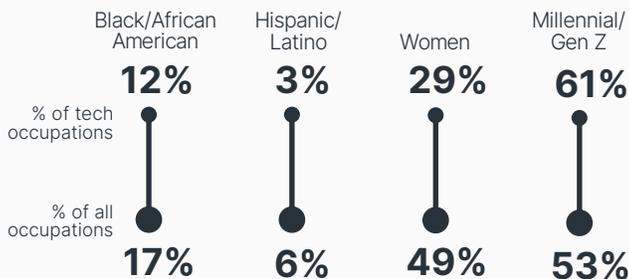
EMPLOYER HIRING INTENT VIA JOB POSTINGS



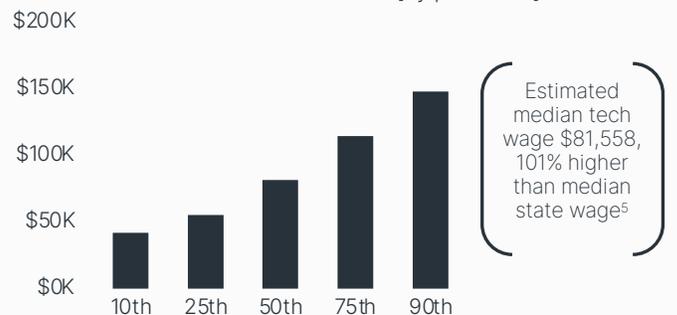
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



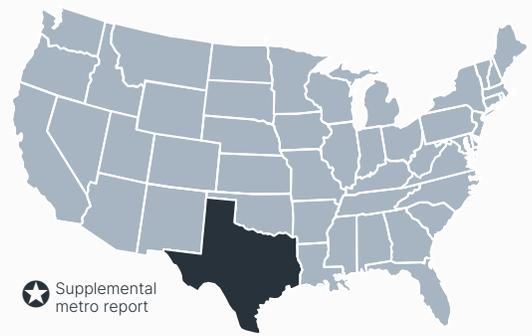
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Texas



STATE OF TECHNOLOGY SUMMARY

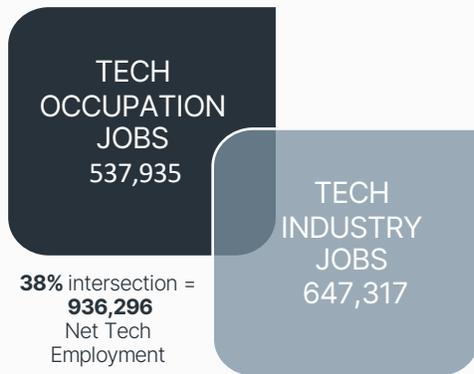
- 936,296 NET TECH EMPLOYMENT¹
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$160.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.5% ECONOMIC IMPACT AS A % OF OVERALL
- 48,449 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 265,208 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

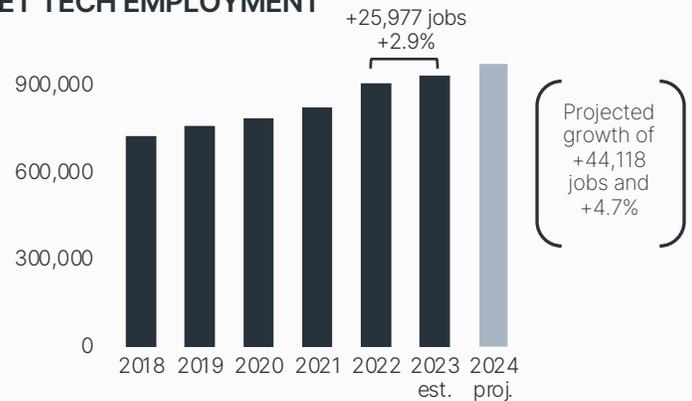
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



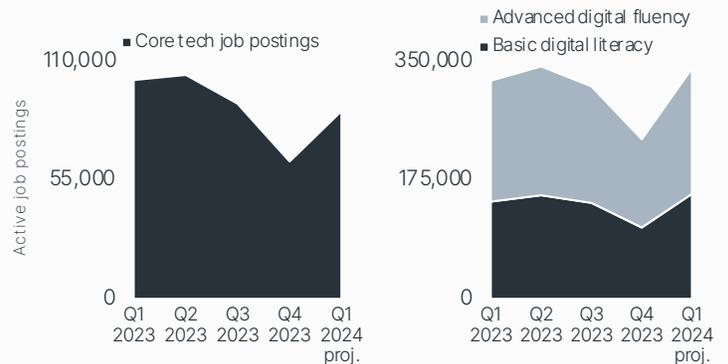
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

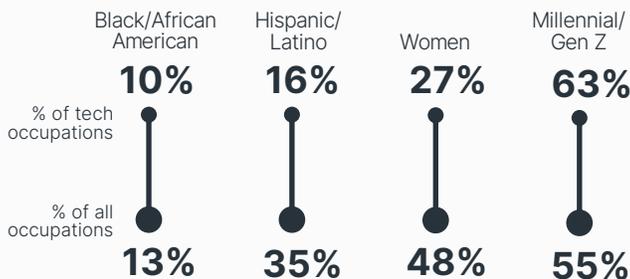
	2023	2024 % Change ³
Software, Programmers, Web and QA	176,111	6.8%
IT Support Specialist and Repair Technicians	84,015	3.7%
Cybersecurity and Systems Engineers	69,669	5.3%
Emerging Tech, IT Project Mgt. and Other	57,149	3.8%
Network, Cloud Engineers, Architects, Admin	56,944	4.3%
Database, Data Science, Analytics and CS	32,010	6.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

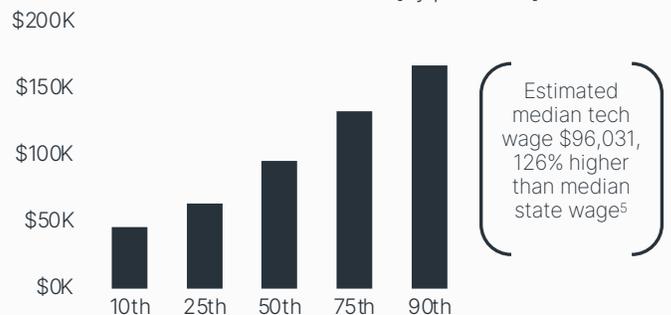


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



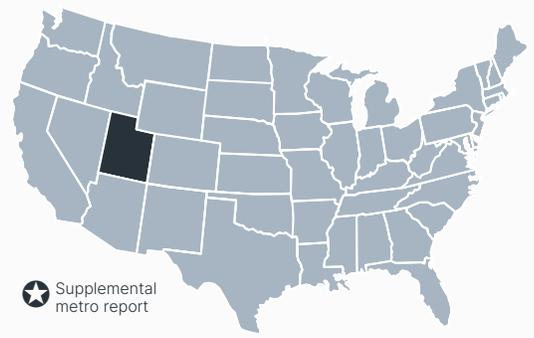
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Utah

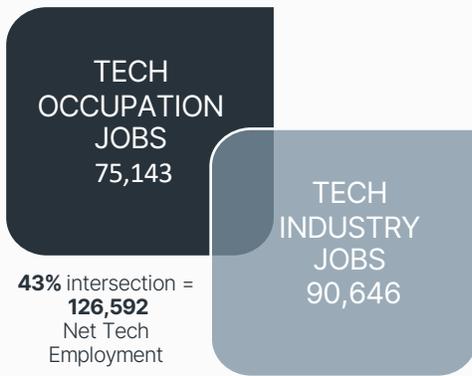


STATE OF TECHNOLOGY SUMMARY

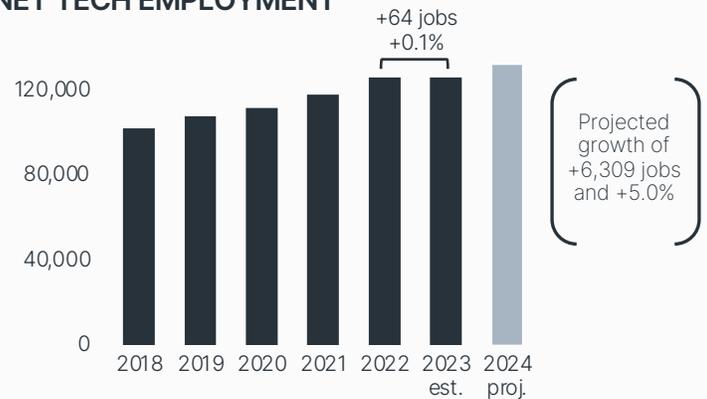
- 126,592 NET TECH EMPLOYMENT¹
- 7.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$22.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.0% ECONOMIC IMPACT AS A % OF OVERALL
- 10,484 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 29,990 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



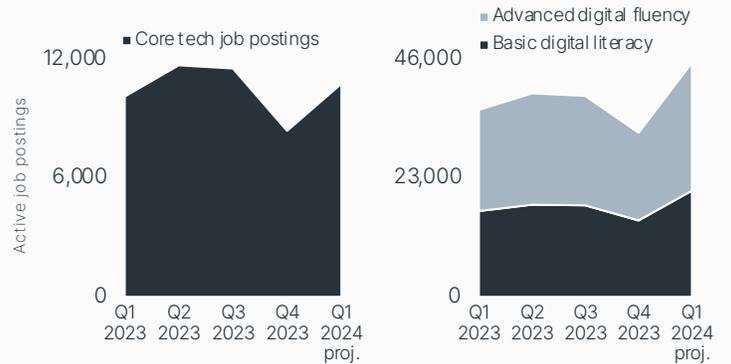
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

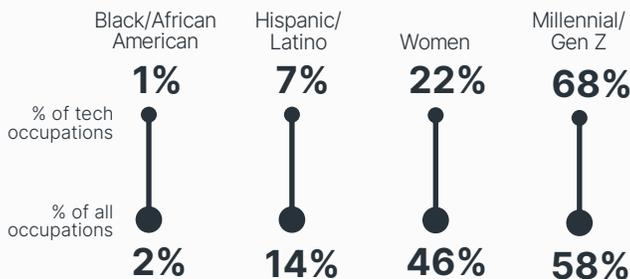
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	32,619	6.4%
IT Support Specialist and Repair Technicians	12,372	4.0%
Database, Data Science, Analytics and CS	6,998	5.2%
Network, Cloud Engineers, Architects, Admin	5,698	5.2%
Emerging Tech, IT Project Mgt. and Other	5,659	4.9%
Cybersecurity and Systems Engineers	5,005	7.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

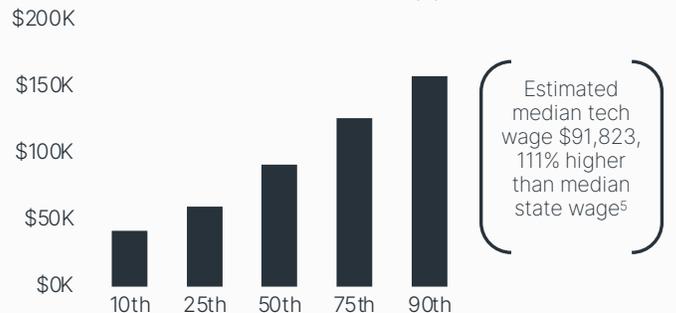


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



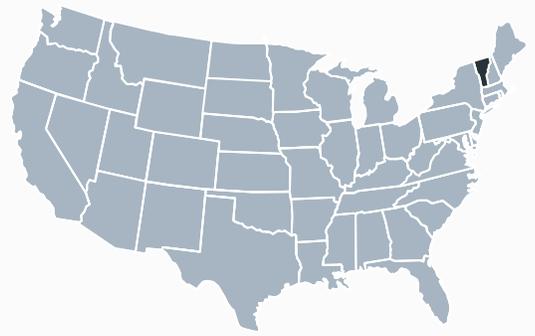
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Vermont

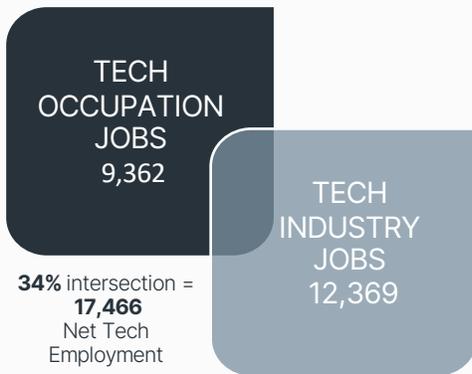


STATE OF TECHNOLOGY SUMMARY

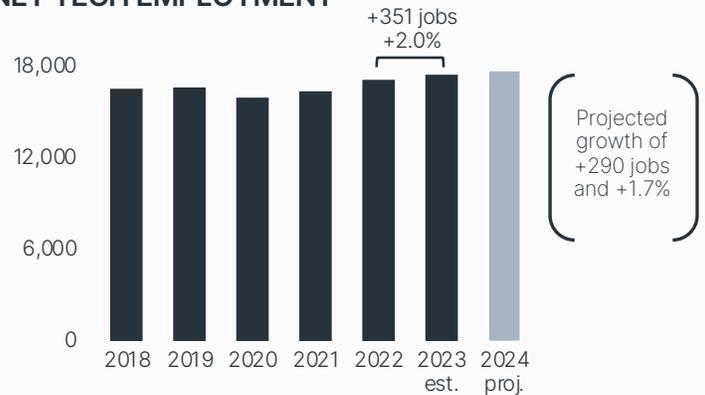
- 17,466 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.0% ECONOMIC IMPACT AS A % OF OVERALL
- 2,969 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,766 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 28.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



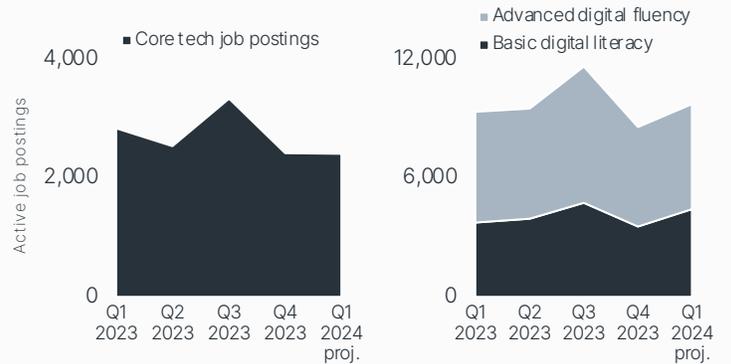
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

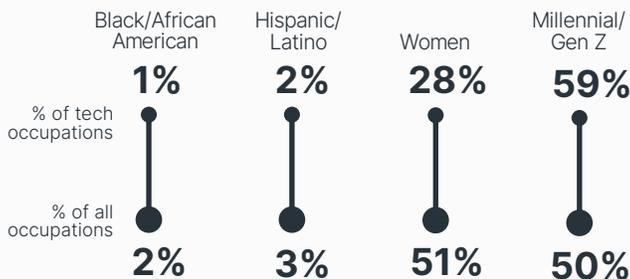
	2023	2024 % Change ³
Software, Programmers, Web and QA	2,644	4.7%
IT Support Specialist and Repair Technicians	2,178	1.5%
Emerging Tech, IT Project Mgt. and Other	1,221	2.4%
Network, Cloud Engineers, Architects, Admin	868	2.5%
Cybersecurity and Systems Engineers	808	4.0%
Database, Data Science, Analytics and CS	652	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

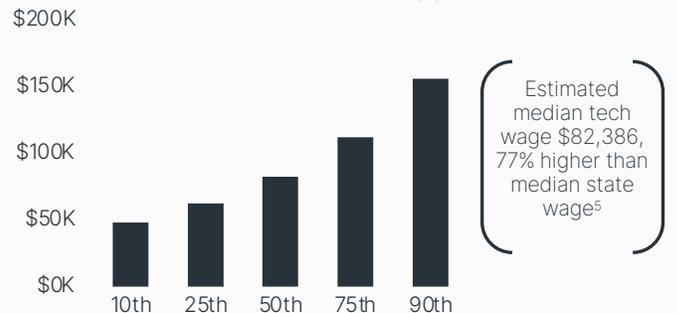


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Virginia



STATE OF TECHNOLOGY SUMMARY

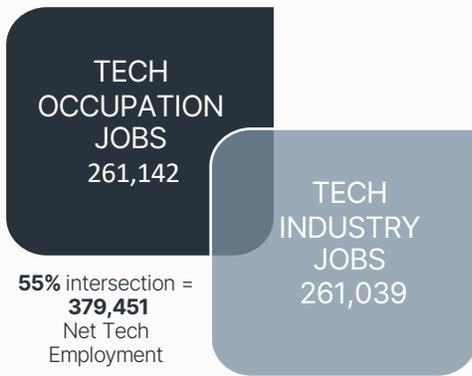
- 379,451 NET TECH EMPLOYMENT¹
- 8.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$63.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.8% ECONOMIC IMPACT AS A % OF OVERALL
- 27,456 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 164,958 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

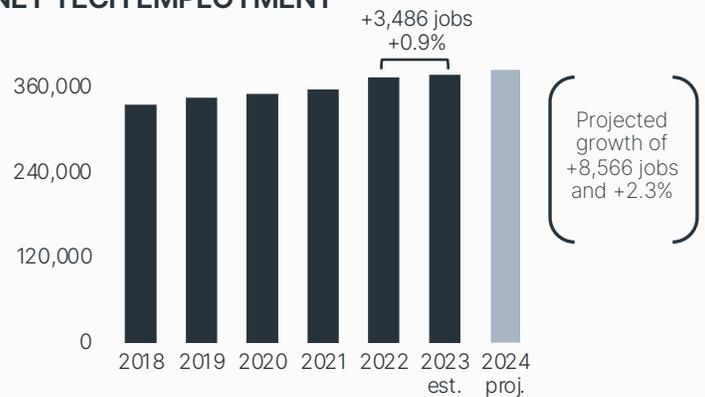
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



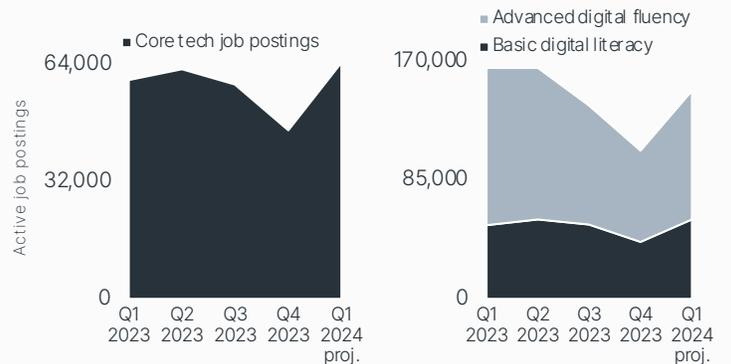
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	109,027	3.1%
Cybersecurity and Systems Engineers	43,019	2.7%
Network, Cloud Engineers, Architects, Admin	32,318	1.3%
IT Support Specialist and Repair Technicians	24,771	2.0%
Database, Data Science, Analytics and CS	19,875	2.5%
Emerging Tech, IT Project Mgt. and Other	14,655	2.8%

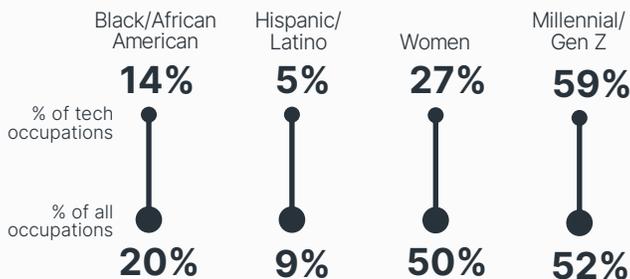
EMPLOYER HIRING INTENT VIA JOB POSTINGS



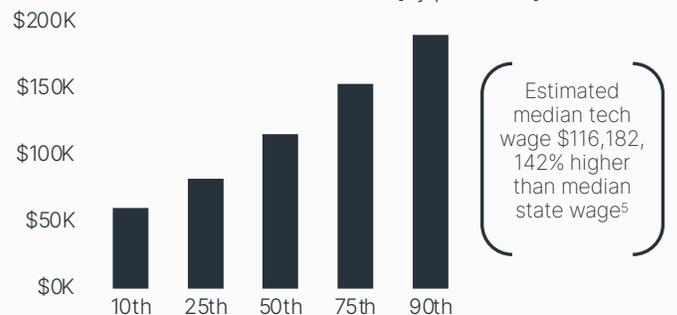
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Washington



STATE OF TECHNOLOGY SUMMARY

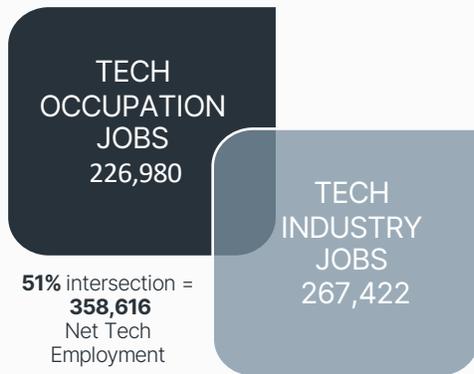
- 358,616 NET TECH EMPLOYMENT¹
- 9.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$142.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 21.8% ECONOMIC IMPACT AS A % OF OVERALL
- 20,921 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 63,132 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 27.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

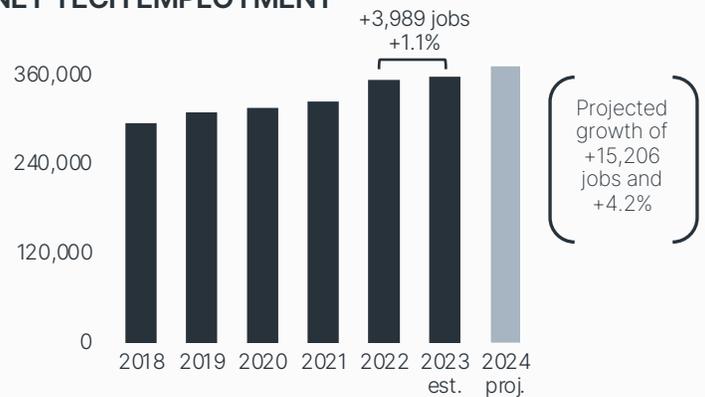
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



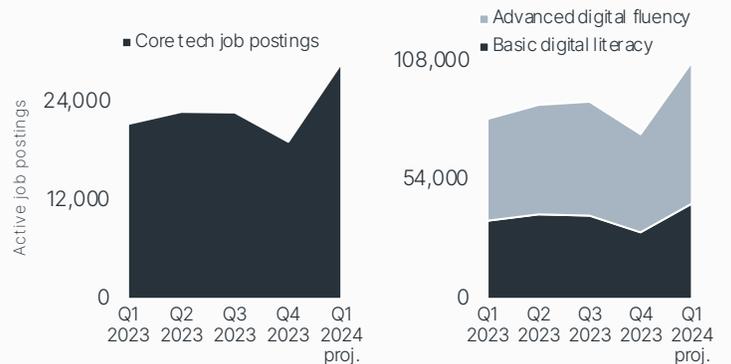
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

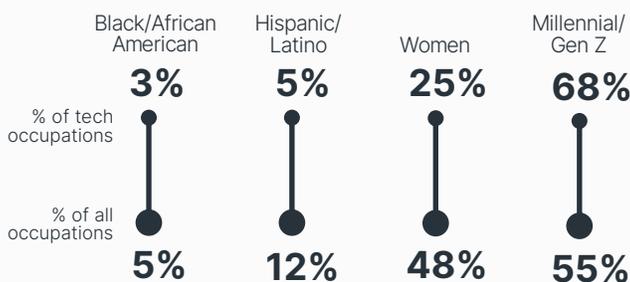
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	124,069	4.9%
Cybersecurity and Systems Engineers	22,685	5.2%
IT Support Specialist and Repair Technicians	22,237	3.3%
Network, Cloud Engineers, Architects, Admin	15,991	4.1%
Emerging Tech, IT Project Mgt. and Other	14,403	3.7%
Database, Data Science, Analytics and CS	10,956	6.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

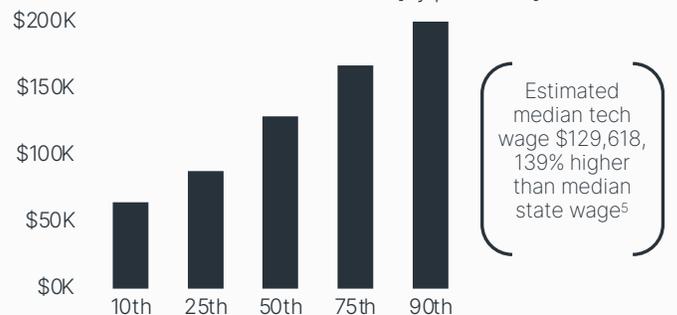


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

West Virginia



STATE OF TECHNOLOGY SUMMARY

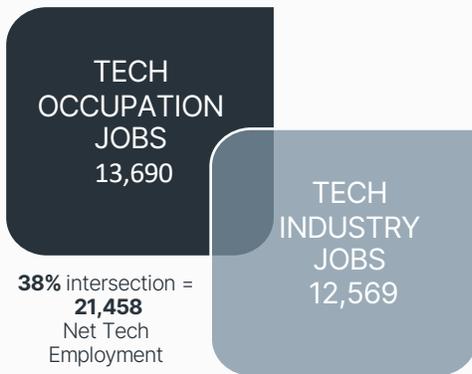
- 21,458 NET TECH EMPLOYMENT¹
- 3.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2.8% ECONOMIC IMPACT AS A % OF OVERALL
- 2,824 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,046 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

★ Supplemental metro report

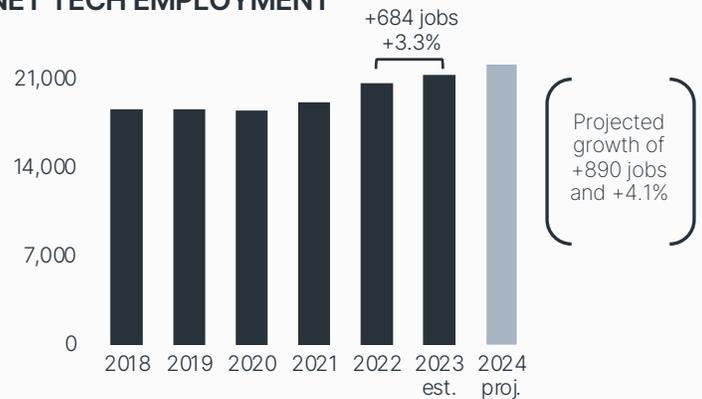
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



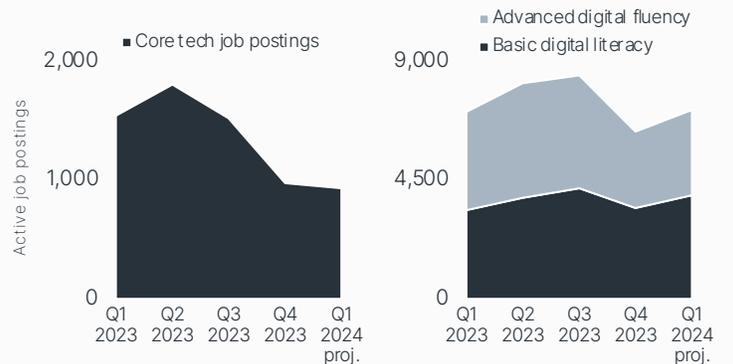
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

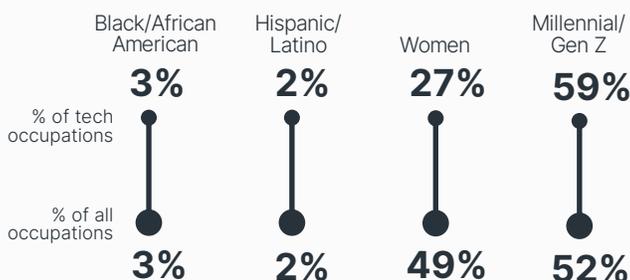
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	3,884	6.0%
Emerging Tech, IT Project Mgt. and Other	2,427	3.2%
IT Support Specialist and Repair Technicians	2,187	2.8%
Network, Cloud Engineers, Architects, Admin	2,034	3.0%
Cybersecurity and Systems Engineers	1,281	5.3%
Database, Data Science, Analytics and CS	768	5.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

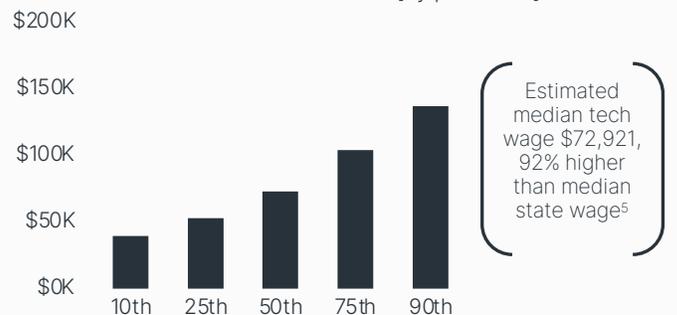


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Wisconsin



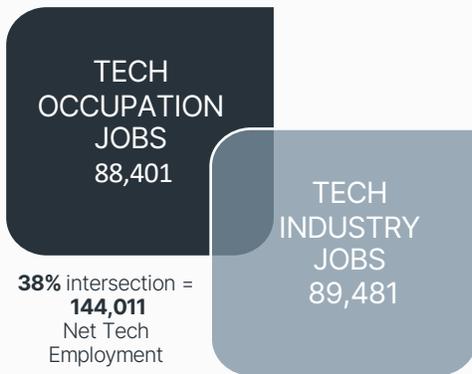
STATE OF TECHNOLOGY SUMMARY

- 144,011 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$21.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.0% ECONOMIC IMPACT AS A % OF OVERALL
- 9,738 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 38,413 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

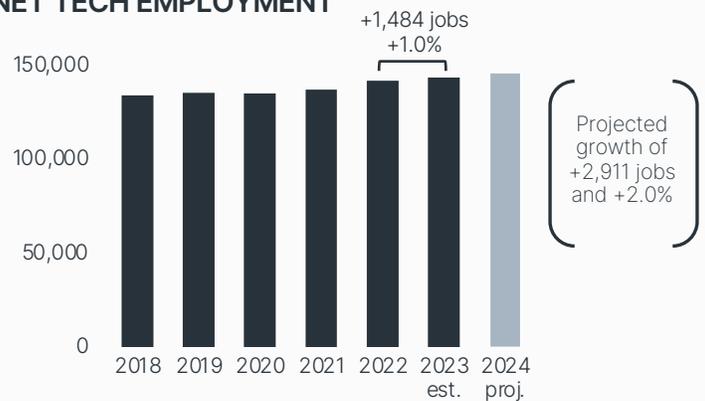
★ Supplemental metro report

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

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



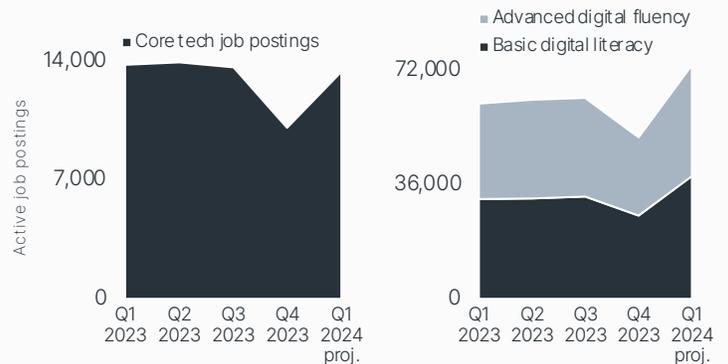
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	30,912	3.5%
IT Support Specialist and Repair Technicians	13,897	1.3%
Cybersecurity and Systems Engineers	13,279	2.0%
Network, Cloud Engineers, Architects, Admin	13,238	1.0%
Emerging Tech, IT Project Mgt. and Other	4,964	2.4%
Database, Data Science, Analytics and CS	4,961	3.6%

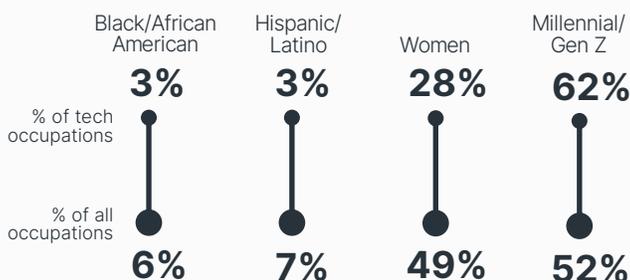
EMPLOYER HIRING INTENT VIA JOB POSTINGS



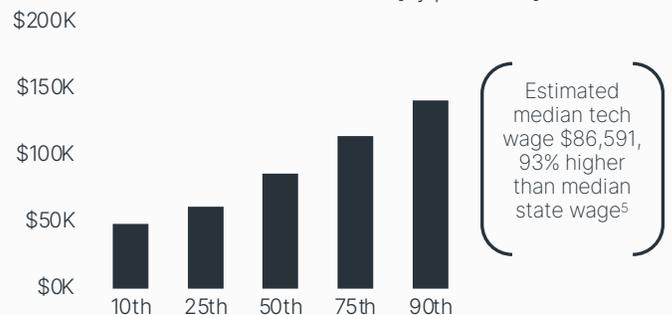
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



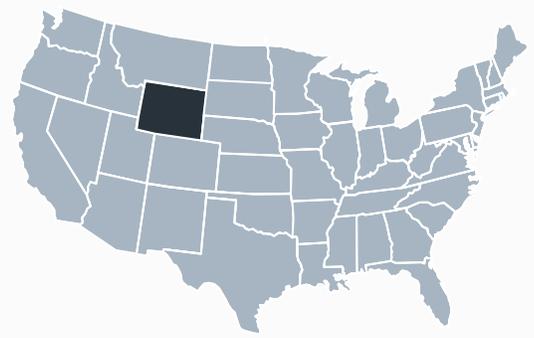
TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Wyoming



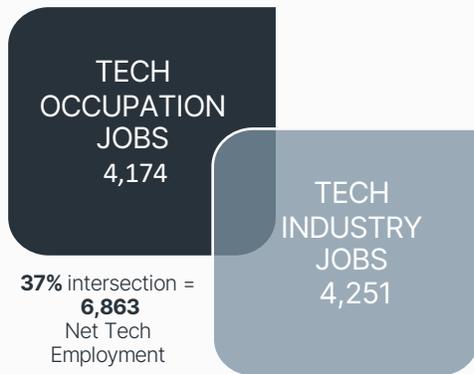
STATE OF TECHNOLOGY SUMMARY

- 6,863 NET TECH EMPLOYMENT¹
- 2.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$1.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2.5% ECONOMIC IMPACT AS A % OF OVERALL
- 1,532 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 3,465 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 26.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

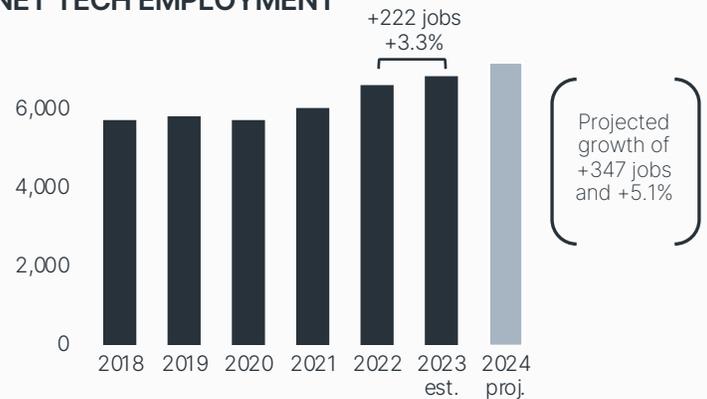
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



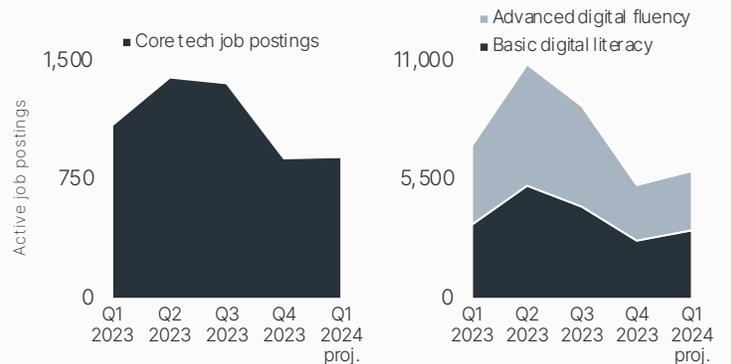
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

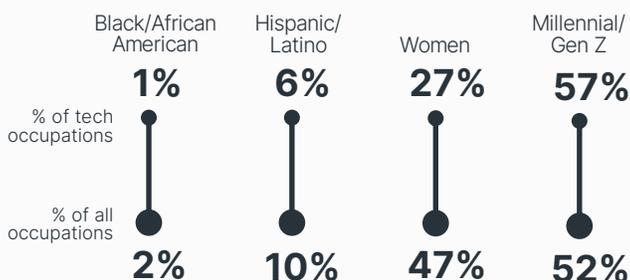
	2023	2024 % Change ³
Software, Programmers, Web and QA	1,110	7.4%
Network, Cloud Engineers, Architects, Admin	953	2.5%
IT Support Specialist and Repair Technicians	870	2.8%
Database, Data Science, Analytics and CS	322	4.1%
Cybersecurity and Systems Engineers	295	6.9%
Emerging Tech, IT Project Mgt. and Other	235	7.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



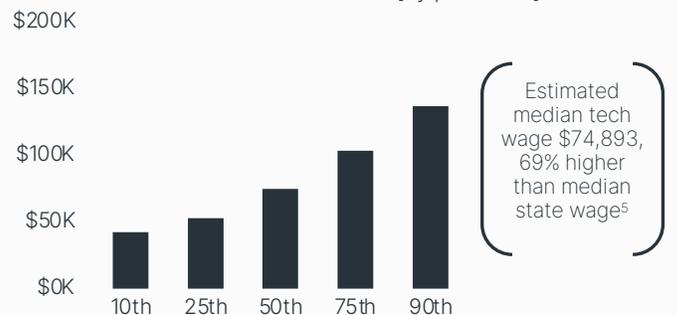
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

METRO AREA SNAPSHOTS

Albuquerque

Full MSA name: Albuquerque, NM



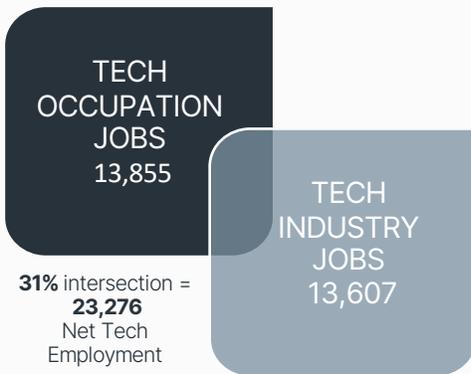
STATE OF TECHNOLOGY SUMMARY

- 23,276 NET TECH EMPLOYMENT¹
- 5.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.4% ECONOMIC IMPACT AS A % OF OVERALL
- 1,480 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,266 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

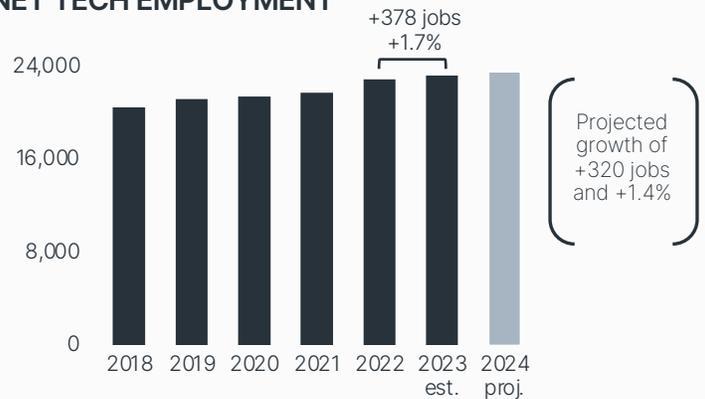
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



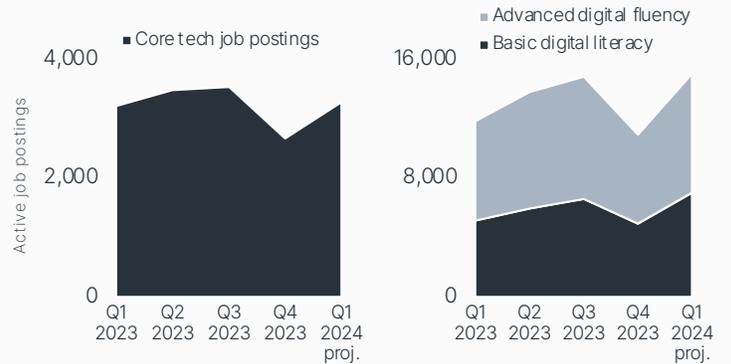
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

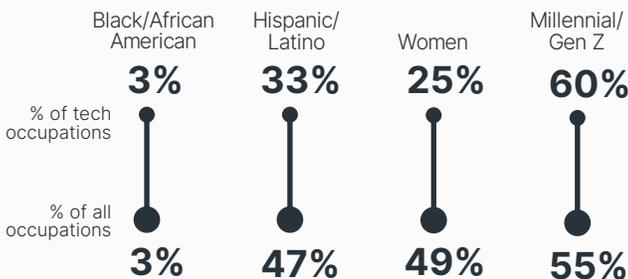
	2023	2024 % Change ³
Software, Programmers, Web and QA	2,875	4.2%
Cybersecurity and Systems Engineers	2,603	2.5%
IT Support Specialist and Repair Technicians	2,169	0.9%
Network, Cloud Engineers, Architects, Admin	1,844	0.6%
Database, Data Science, Analytics and CS	1,065	2.8%
Emerging Tech, IT Project Mgt. and Other	725	2.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

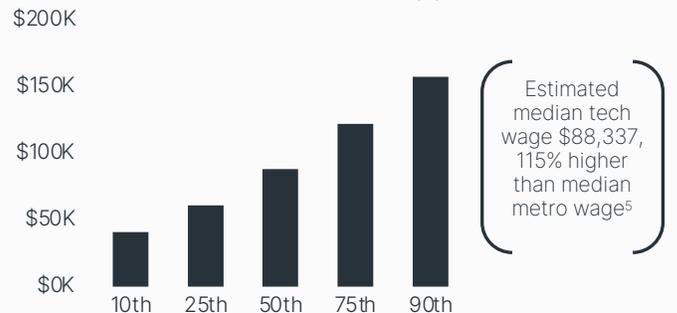


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Atlanta

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



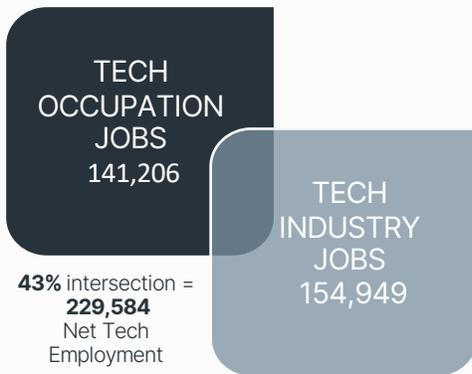
STATE OF TECHNOLOGY SUMMARY

- 229,584 NET TECH EMPLOYMENT¹
- 7.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$55.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11.8% ECONOMIC IMPACT AS A % OF OVERALL
- 10,175 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 85,067 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

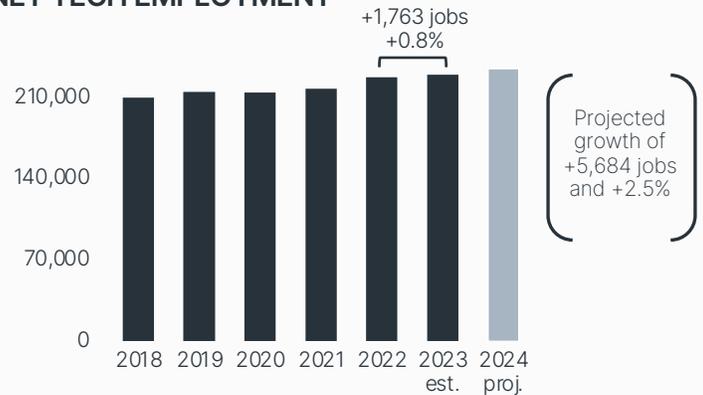
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



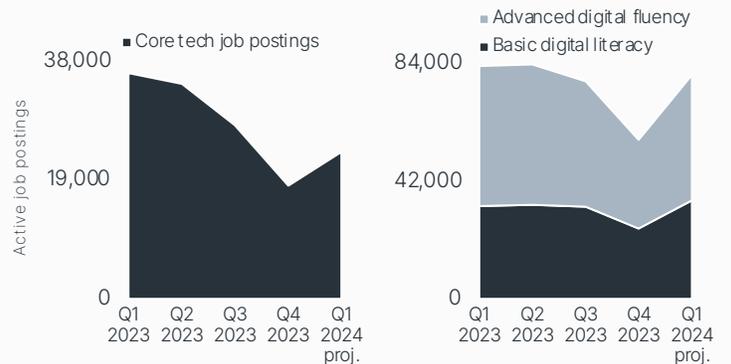
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	53,865	4.0%
IT Support Specialist and Repair Technicians	20,782	2.0%
Cybersecurity and Systems Engineers	16,234	3.3%
Network, Cloud Engineers, Architects, Admin	16,064	2.0%
Emerging Tech, IT Project Mgt. and Other	11,789	2.7%
Database, Data Science, Analytics and CS	9,386	3.8%

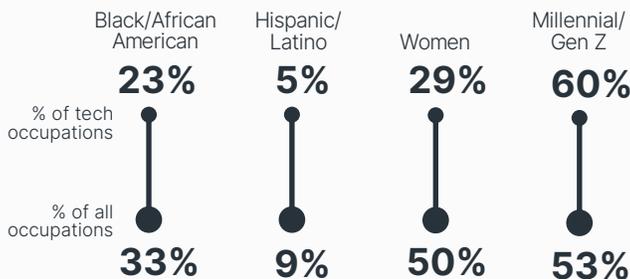
EMPLOYER HIRING INTENT VIA JOB POSTINGS



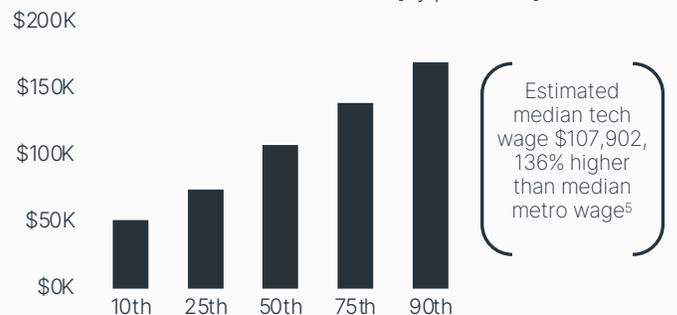
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Austin

Full MSA name: Austin-Round Rock-Georgetown, TX



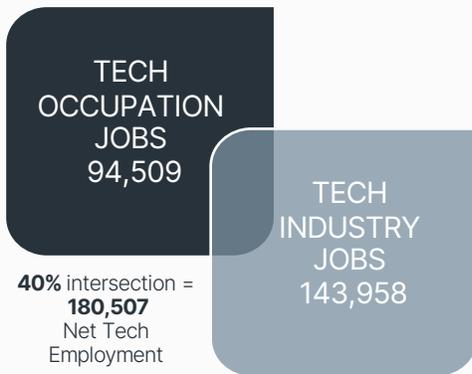
STATE OF TECHNOLOGY SUMMARY

- 180,507 NET TECH EMPLOYMENT¹
- 13.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$46.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 22.2% ECONOMIC IMPACT AS A % OF OVERALL
- 7,693 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 45,496 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

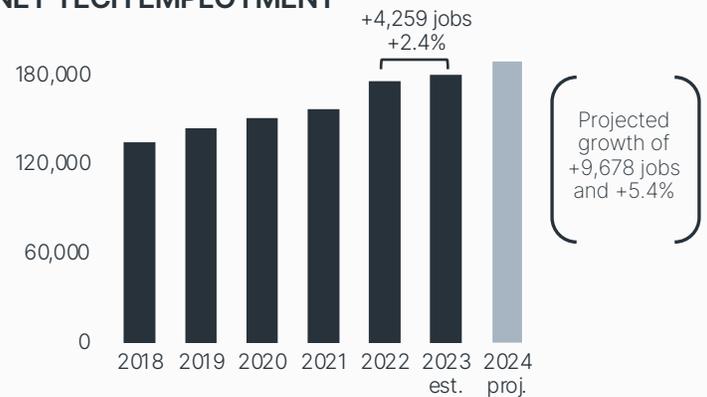
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



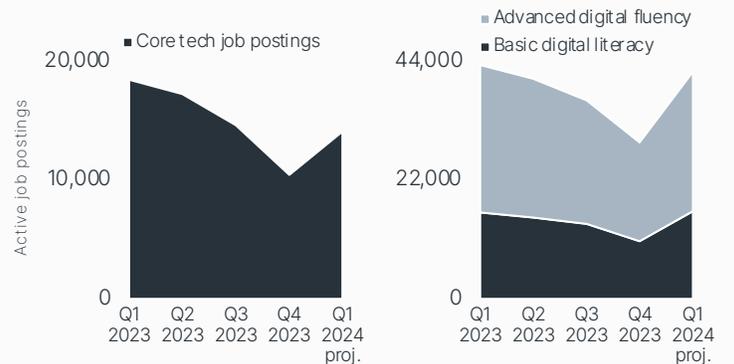
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

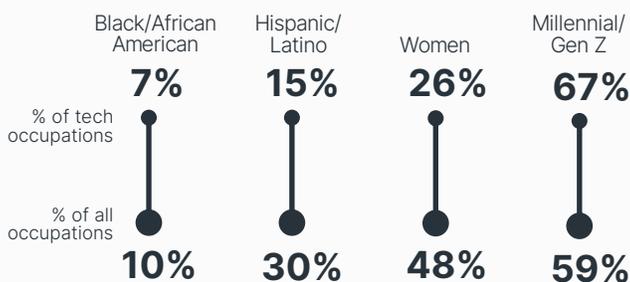
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	34,419	7.8%
Cybersecurity and Systems Engineers	12,282	6.3%
IT Support Specialist and Repair Technicians	11,773	4.9%
Emerging Tech, IT Project Mgt. and Other	10,533	4.4%
Network, Cloud Engineers, Architects, Admin	8,569	5.9%
Database, Data Science, Analytics and CS	5,976	6.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

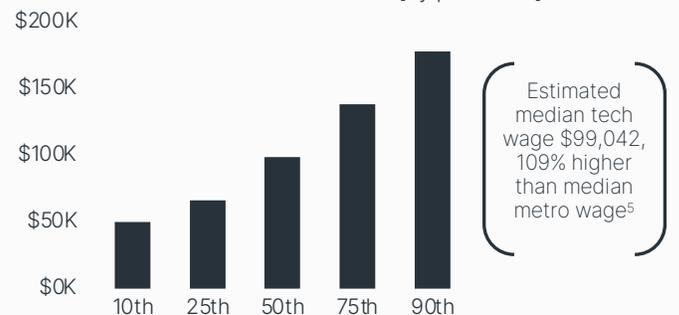


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

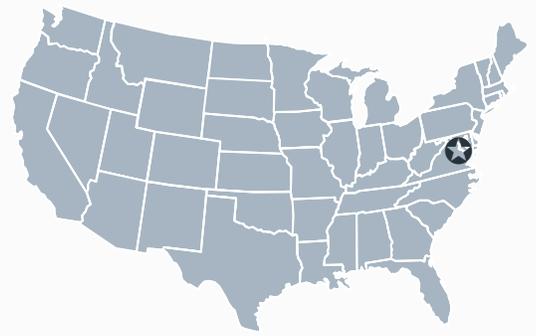


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Baltimore

Full MSA name: Baltimore-Columbia-Towson, MD



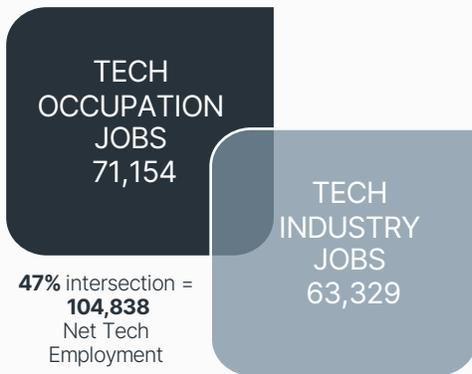
STATE OF TECHNOLOGY SUMMARY

- 104,838 NET TECH EMPLOYMENT¹
- 7.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$20.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.6% ECONOMIC IMPACT AS A % OF OVERALL
- 4,532 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 51,915 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

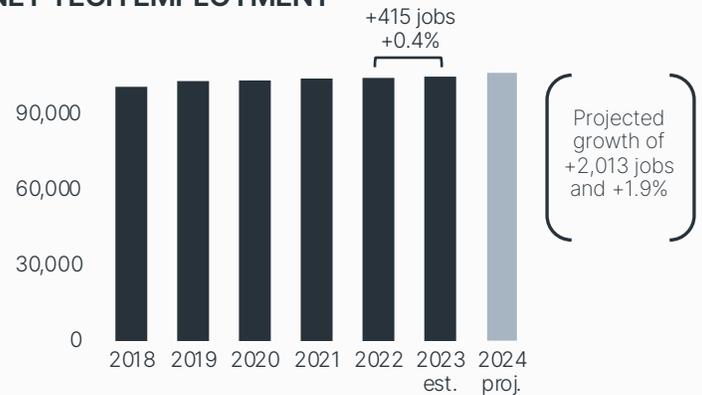
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



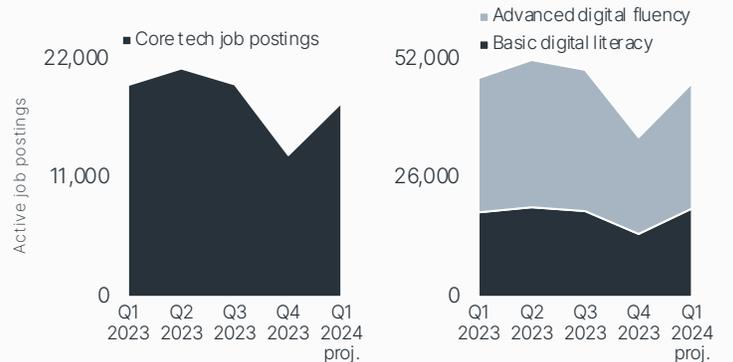
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

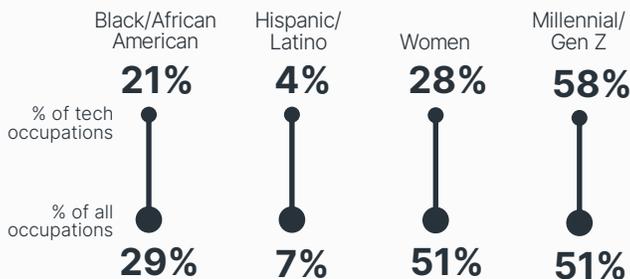
	2023	2024 % Change ³
Software, Programmers, Web and QA	23,204	2.7%
Cybersecurity and Systems Engineers	11,077	2.0%
Network, Cloud Engineers, Architects, Admin	10,871	0.7%
Emerging Tech, IT Project Mgt. and Other	10,354	1.8%
IT Support Specialist and Repair Technicians	5,423	1.1%
Database, Data Science, Analytics and CS	3,384	2.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



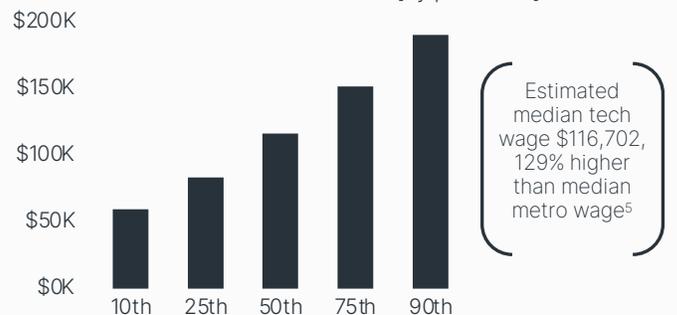
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Boise

Full MSA name: Boise City - Nampa, ID



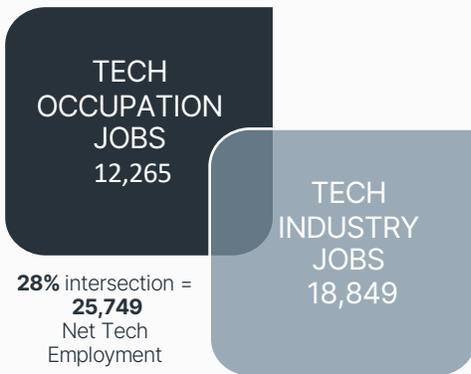
STATE OF TECHNOLOGY SUMMARY

- 25,749 NET TECH EMPLOYMENT¹
- 6.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$5.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.9% ECONOMIC IMPACT AS A % OF OVERALL
- 1,776 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,800 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

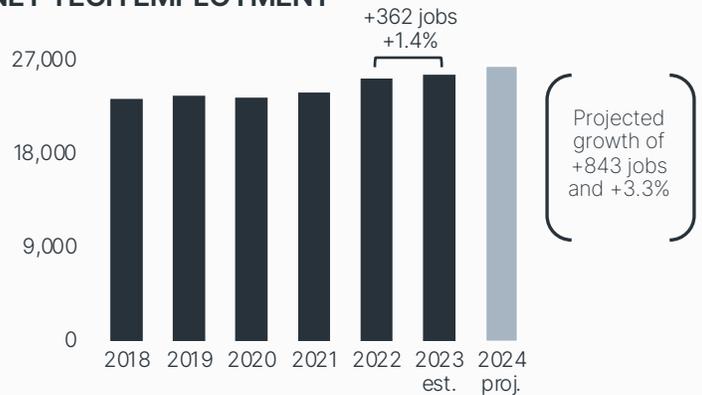
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



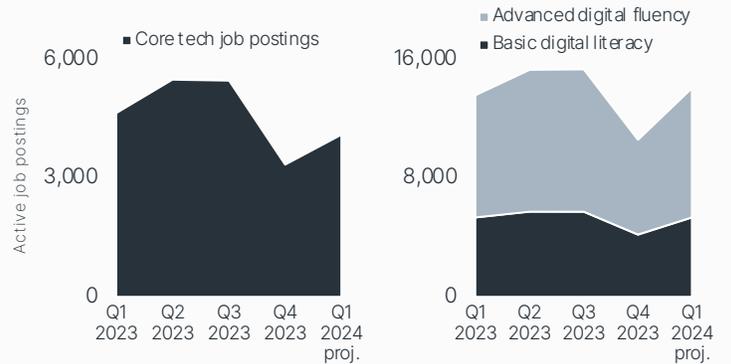
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

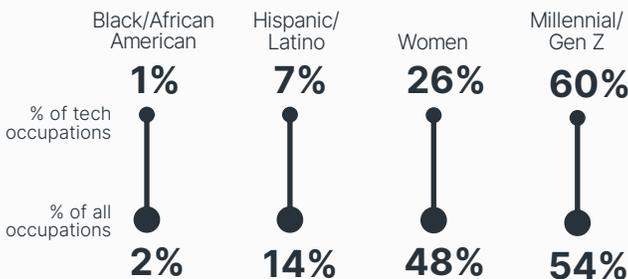
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	4,430	5.8%
IT Support Specialist and Repair Technicians	2,327	2.9%
Cybersecurity and Systems Engineers	2,083	4.1%
Network, Cloud Engineers, Architects, Admin	1,202	3.9%
Database, Data Science, Analytics and CS	651	5.6%
Emerging Tech, IT Project Mgt. and Other	643	4.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

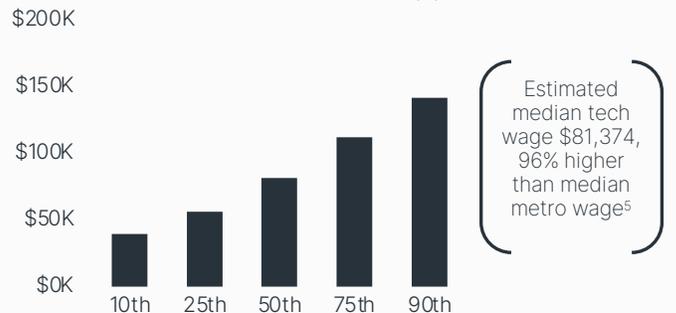


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

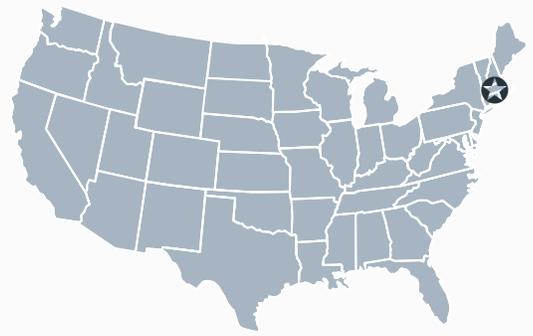


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Boston

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



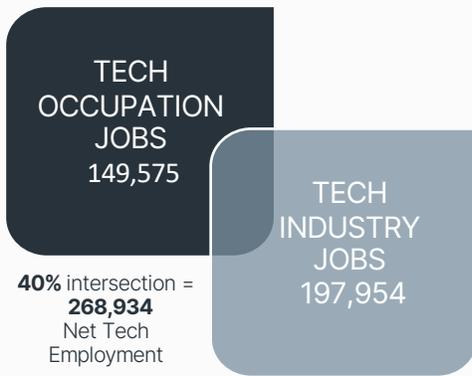
STATE OF TECHNOLOGY SUMMARY

- 268,934 NET TECH EMPLOYMENT¹
- 9.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$75.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 14.4% ECONOMIC IMPACT AS A % OF OVERALL
- 11,983 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 83,921 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 30.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

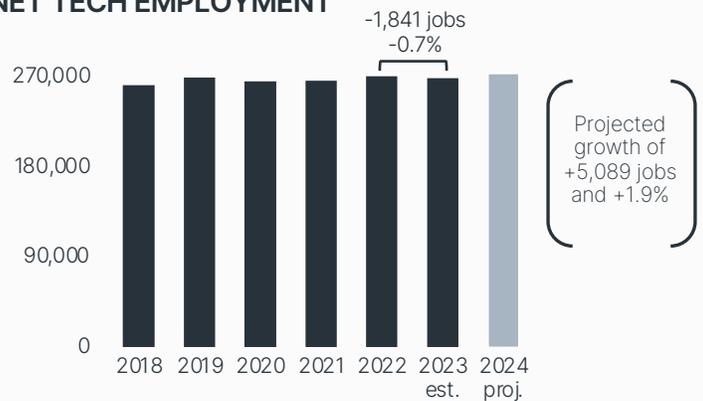
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



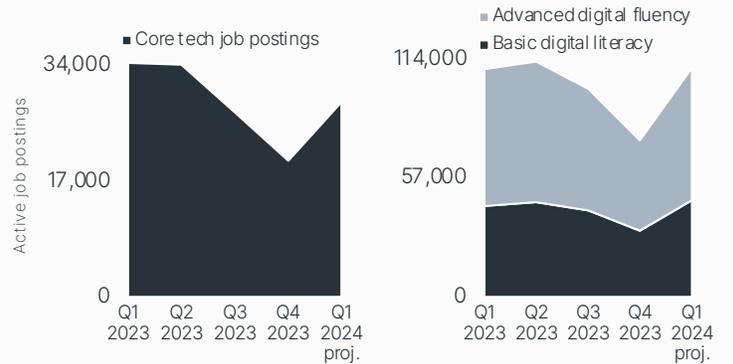
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

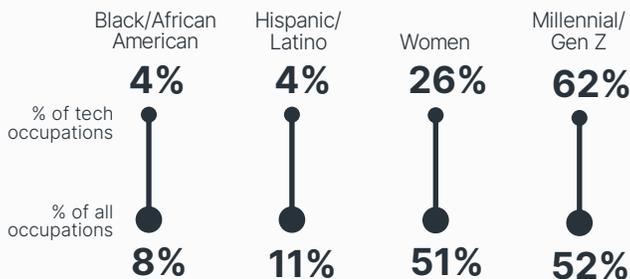
	2023	2024 % Change ³
Software, Programmers, Web and QA	69,092	3.3%
IT Support Specialist and Repair Technicians	17,088	1.5%
Network, Cloud Engineers, Architects, Admin	13,346	1.6%
Cybersecurity and Systems Engineers	13,207	2.6%
Emerging Tech, IT Project Mgt. and Other	9,333	2.2%
Database, Data Science, Analytics and CS	7,776	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

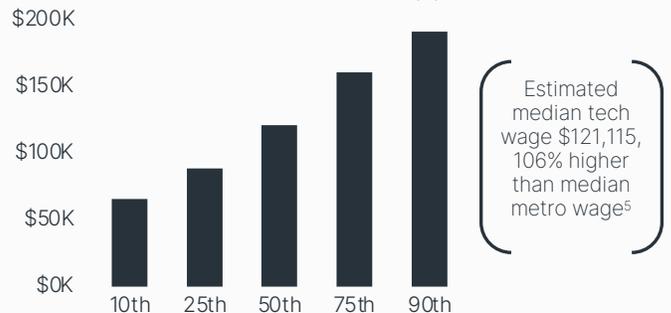


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

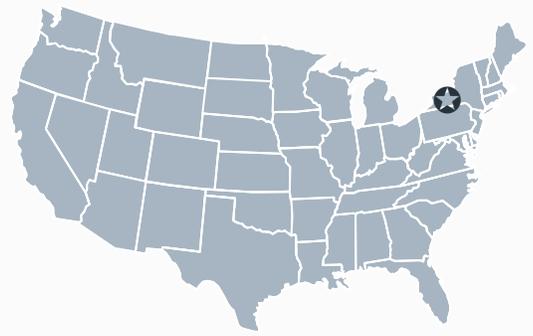


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Buffalo

Full MSA name: Buffalo-Cheektowaga, NY



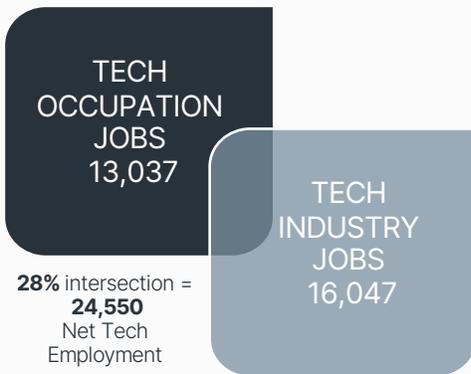
STATE OF TECHNOLOGY SUMMARY

- 24,550 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.6% ECONOMIC IMPACT AS A % OF OVERALL
- 804 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,963 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

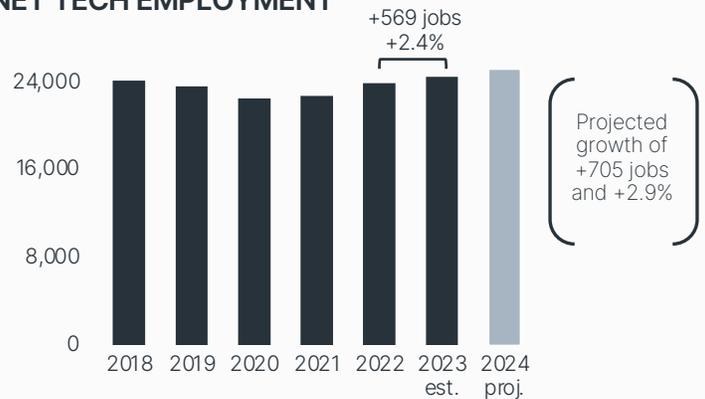
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



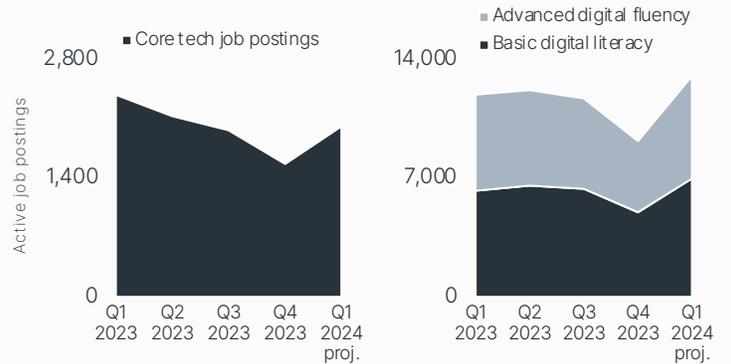
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

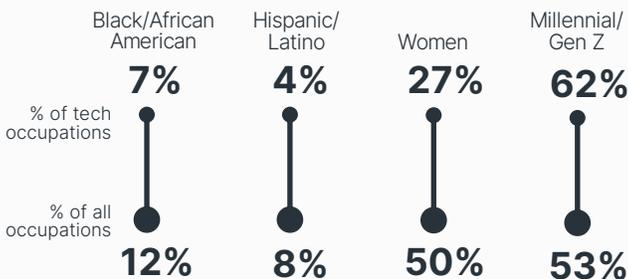
	2023	2024 % Change ³
Software, Programmers, Web and QA	4,538	3.3%
IT Support Specialist and Repair Technicians	2,292	0.9%
Network, Cloud Engineers, Architects, Admin	2,142	1.3%
Cybersecurity and Systems Engineers	1,440	2.7%
Database, Data Science, Analytics and CS	828	3.9%
Emerging Tech, IT Project Mgt. and Other	524	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

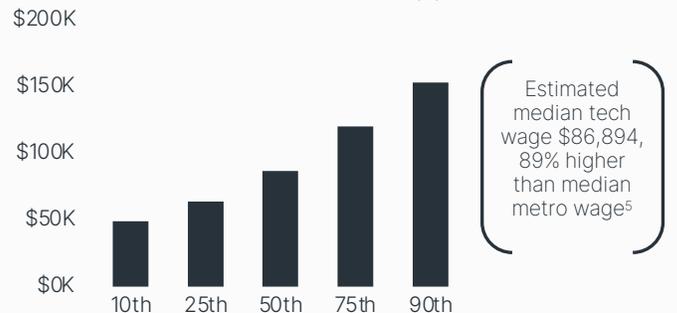


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Charleston

Full MSA name: Charleston-North Charleston, SC

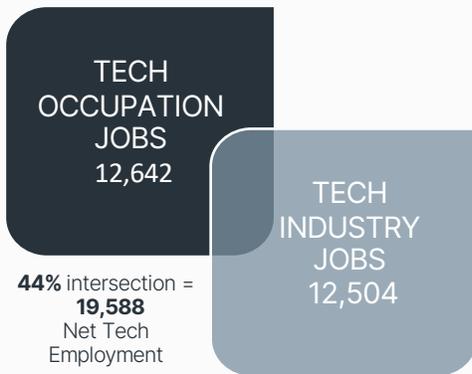


STATE OF TECHNOLOGY SUMMARY

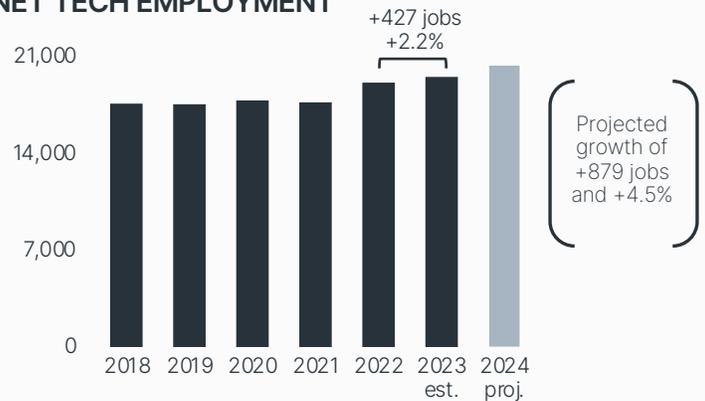
- 19,588 NET TECH EMPLOYMENT¹
- 4.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.8% ECONOMIC IMPACT AS A % OF OVERALL
- 1,858 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,849 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



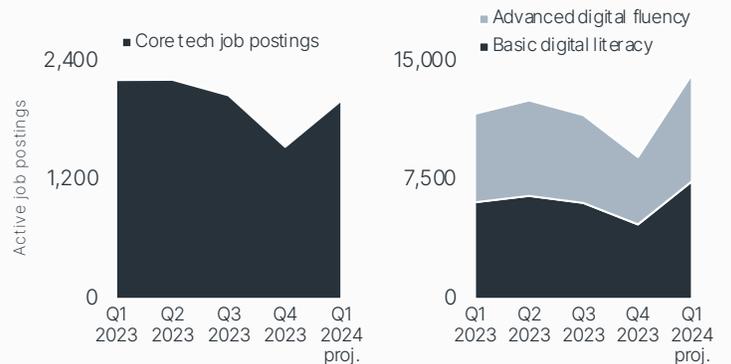
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

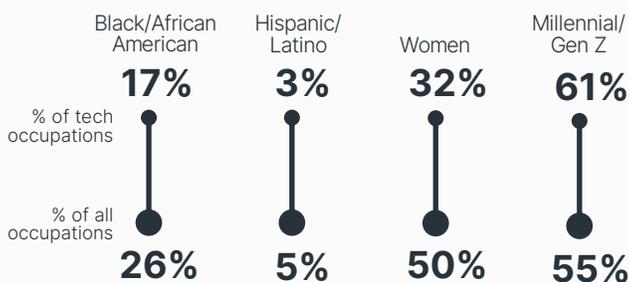
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	3,690	6.0%
Cybersecurity and Systems Engineers	2,516	3.3%
IT Support Specialist and Repair Technicians	1,950	2.5%
Network, Cloud Engineers, Architects, Admin	1,496	3.0%
Emerging Tech, IT Project Mgt. and Other	1,158	3.6%
Database, Data Science, Analytics and CS	789	4.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

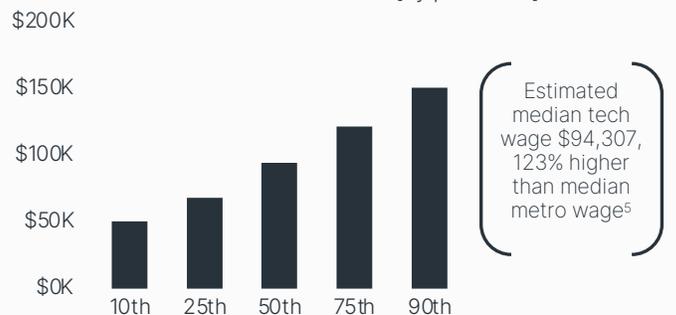


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

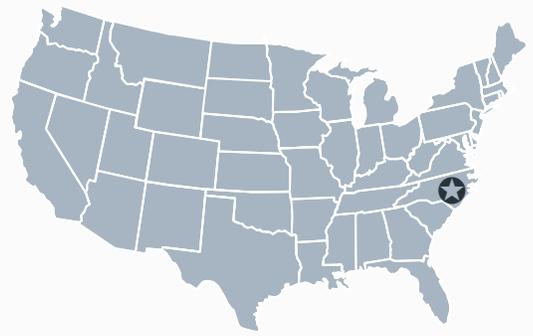


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Charlotte

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



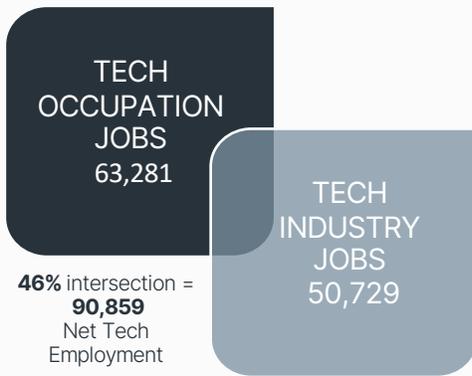
STATE OF TECHNOLOGY SUMMARY

- 90,859 NET TECH EMPLOYMENT¹
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$15.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.2% ECONOMIC IMPACT AS A % OF OVERALL
- 5,751 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 46,831 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

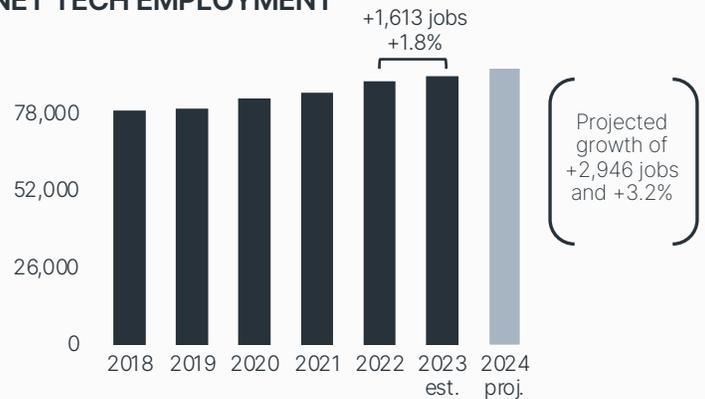
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



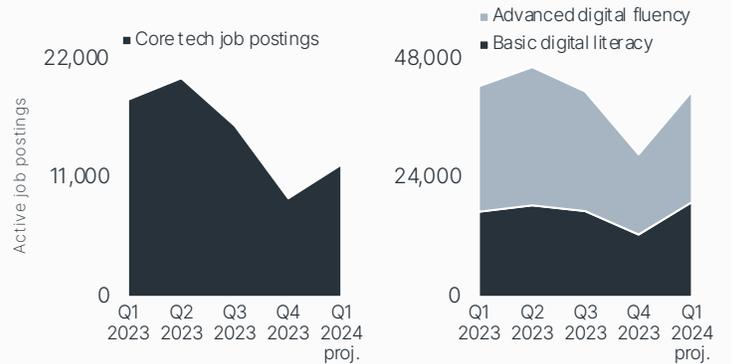
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	24,358	4.1%
Cybersecurity and Systems Engineers	12,209	2.7%
Network, Cloud Engineers, Architects, Admin	7,001	2.4%
IT Support Specialist and Repair Technicians	6,945	2.2%
Database, Data Science, Analytics and CS	4,712	3.7%
Emerging Tech, IT Project Mgt. and Other	1,745	4.5%

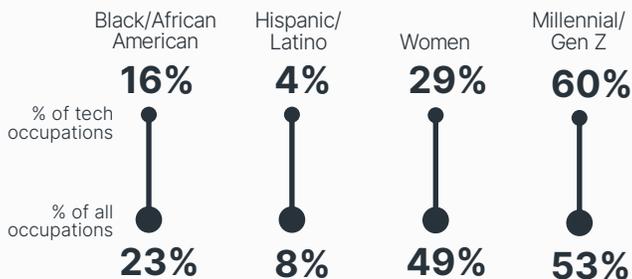
EMPLOYER HIRING INTENT VIA JOB POSTINGS



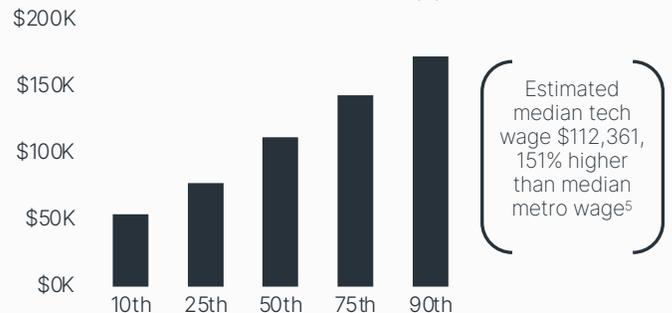
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Chicago

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

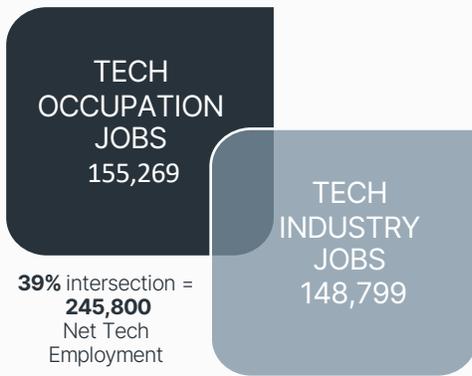


STATE OF TECHNOLOGY SUMMARY

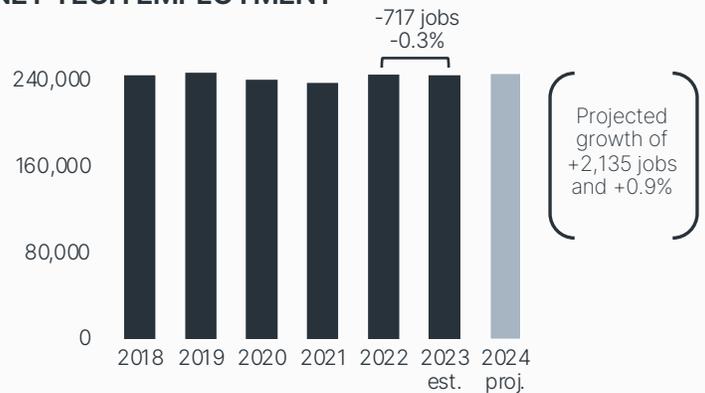
- 245,800 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$52.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.9% ECONOMIC IMPACT AS A % OF OVERALL
- 11,595 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 102,755 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



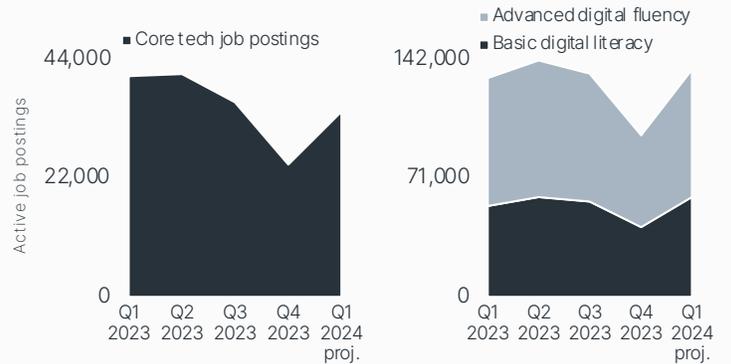
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

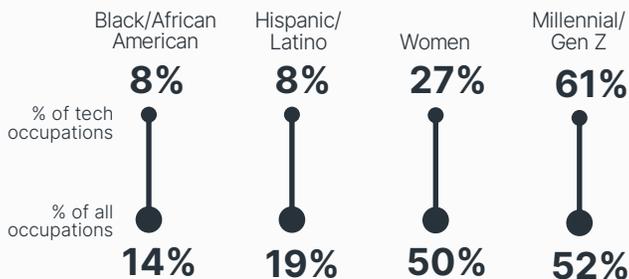
	2023	2024 % Change ³
Software, Programmers, Web and QA	55,916	2.3%
IT Support Specialist and Repair Technicians	22,854	0.5%
Network, Cloud Engineers, Architects, Admin	21,427	0.0%
Cybersecurity and Systems Engineers	18,008	1.3%
Database, Data Science, Analytics and CS	10,582	2.1%
Emerging Tech, IT Project Mgt. and Other	7,196	1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

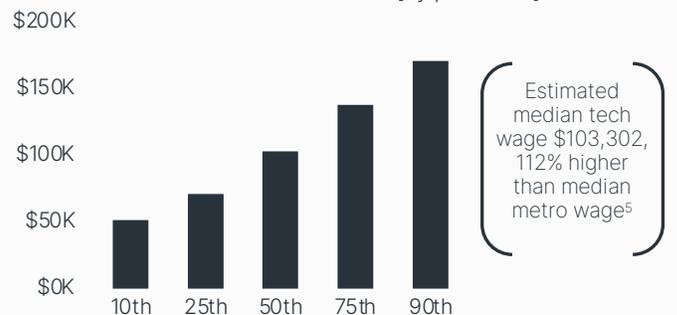


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Columbus

Full MSA name: Columbus, OH



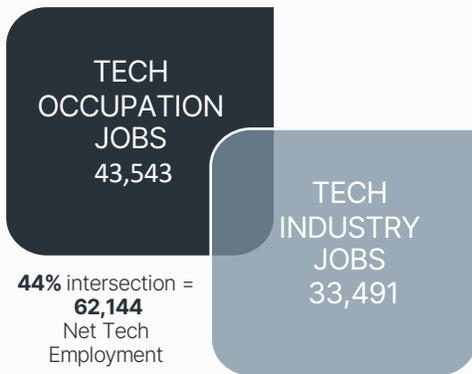
STATE OF TECHNOLOGY SUMMARY

- 62,144 NET TECH EMPLOYMENT¹
- 5.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$8.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.5% ECONOMIC IMPACT AS A % OF OVERALL
- 4,509 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 26,070 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

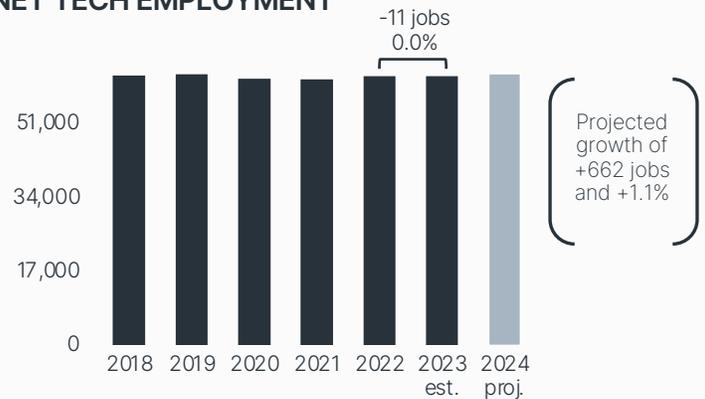
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



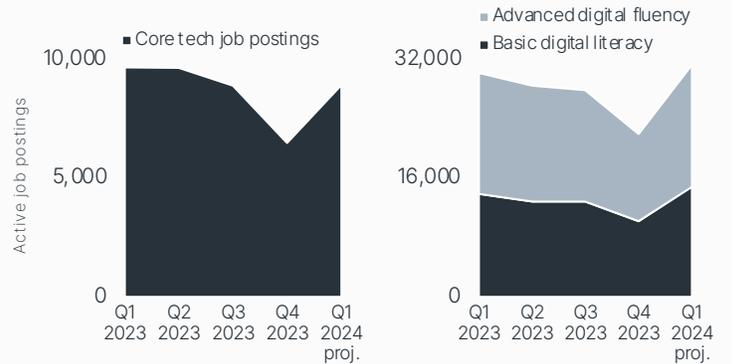
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	16,053	2.1%
IT Support Specialist and Repair Technicians	6,934	0.3%
Network, Cloud Engineers, Architects, Admin	6,839	0.2%
Cybersecurity and Systems Engineers	5,729	1.1%
Emerging Tech, IT Project Mgt. and Other	2,663	1.2%
Database, Data Science, Analytics and CS	1,918	2.5%

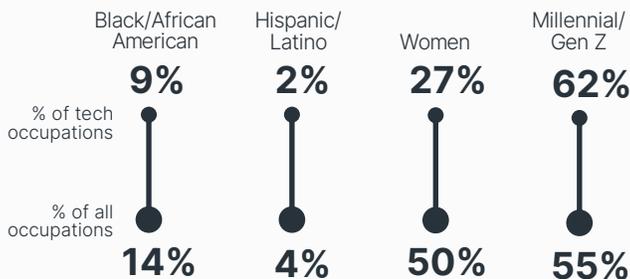
EMPLOYER HIRING INTENT VIA JOB POSTINGS



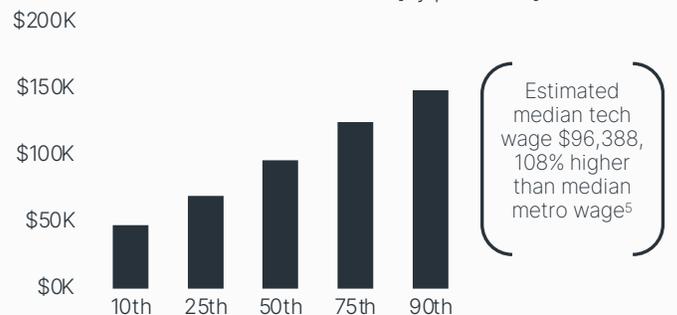
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Cleveland

Full MSA name: Cleveland-Elyria, OH



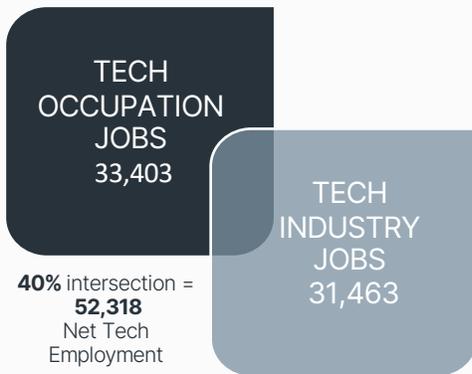
STATE OF TECHNOLOGY SUMMARY

- 52,318 NET TECH EMPLOYMENT¹
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$8.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.6% ECONOMIC IMPACT AS A % OF OVERALL
- 3,367 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,676 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.1% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

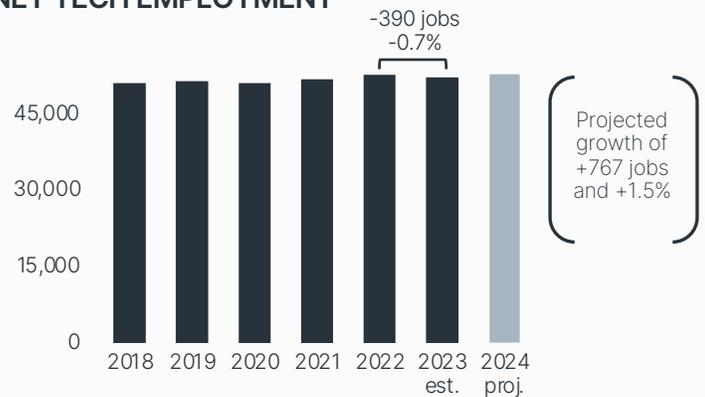
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



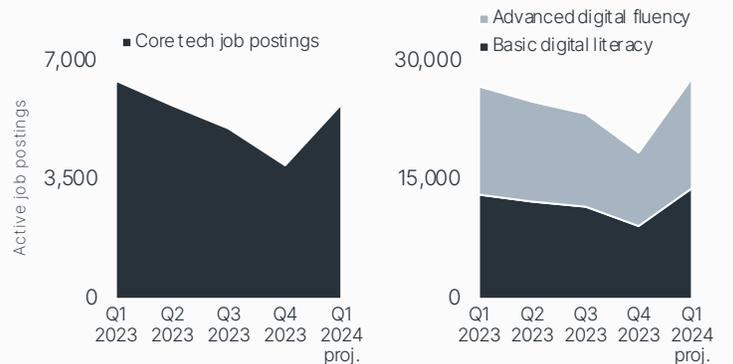
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

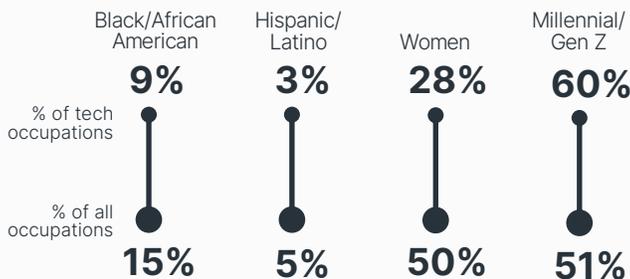
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	11,866	2.4%
Cybersecurity and Systems Engineers	5,341	1.3%
Network, Cloud Engineers, Architects, Admin	5,322	0.2%
IT Support Specialist and Repair Technicians	5,244	0.5%
Database, Data Science, Analytics and CS	1,664	2.5%
Emerging Tech, IT Project Mgt. and Other	1,291	1.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

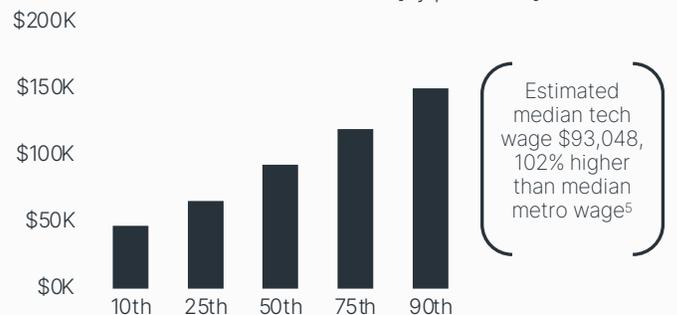


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Colorado Springs

Full MSA name: Colorado Springs, CO



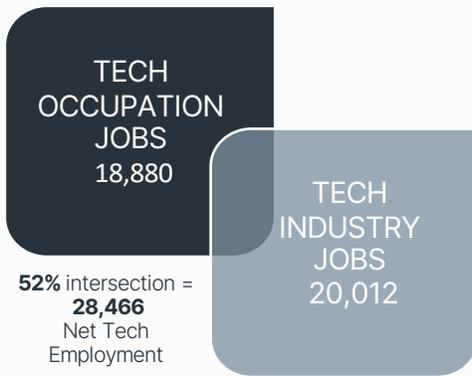
STATE OF TECHNOLOGY SUMMARY

- 28,466 NET TECH EMPLOYMENT¹
- 8.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.7% ECONOMIC IMPACT AS A % OF OVERALL
- 2,440 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,825 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 9.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

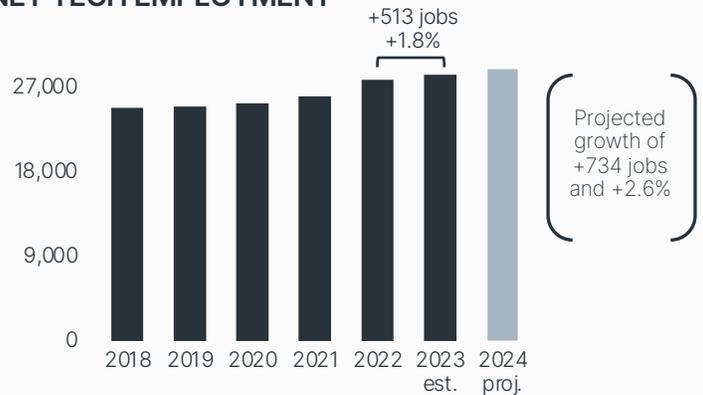
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



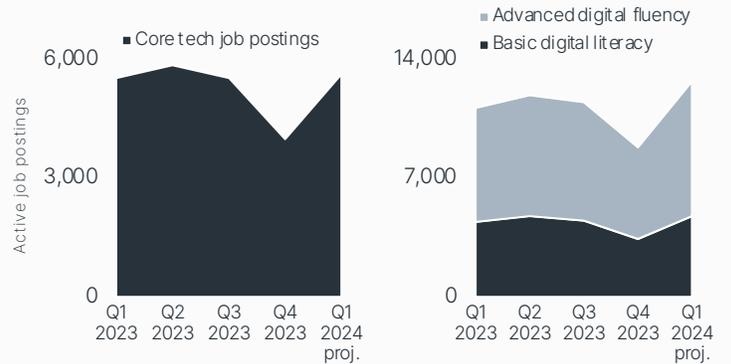
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

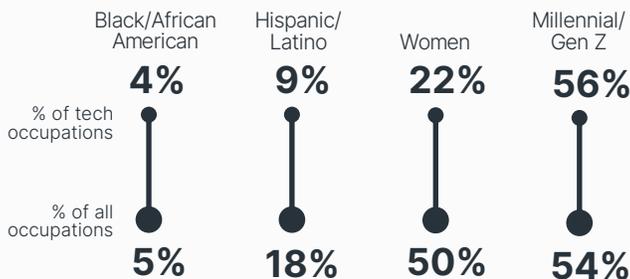
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	7,274	3.8%
Network, Cloud Engineers, Architects, Admin	3,212	1.4%
Cybersecurity and Systems Engineers	2,334	4.0%
IT Support Specialist and Repair Technicians	2,022	2.4%
Emerging Tech, IT Project Mgt. and Other	1,563	2.6%
Database, Data Science, Analytics and CS	790	3.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

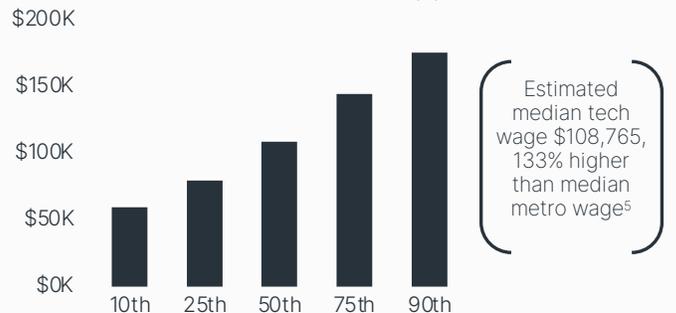


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Dallas

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

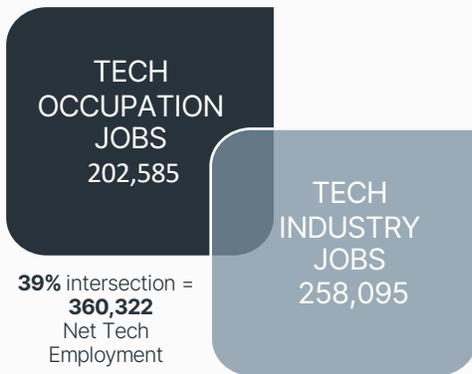


STATE OF TECHNOLOGY SUMMARY

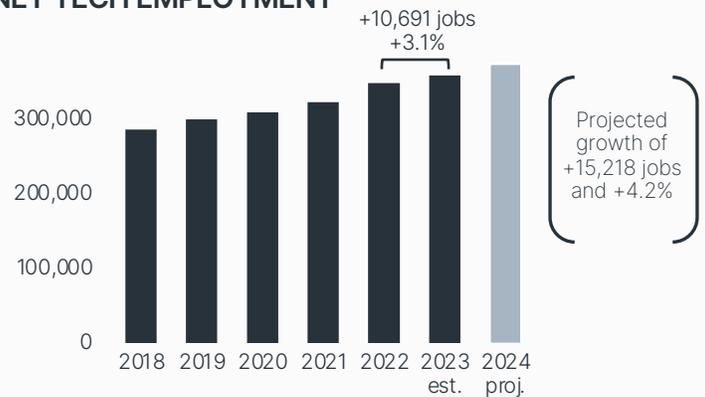
- 360,322 NET TECH EMPLOYMENT¹
- 8.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$75.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11.6% ECONOMIC IMPACT AS A % OF OVERALL
- 14,255 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 120,291 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



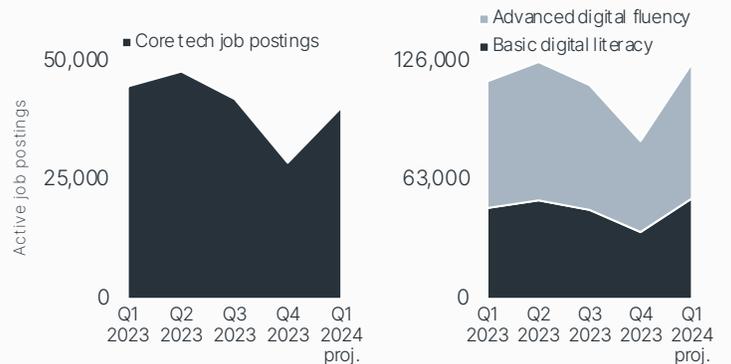
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

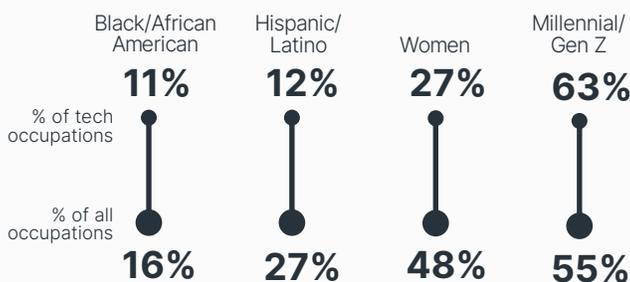
	2023	2024 % Change ³
Software, Programmers, Web and QA	72,294	6.2%
IT Support Specialist and Repair Technicians	28,839	3.8%
Cybersecurity and Systems Engineers	25,384	5.1%
Network, Cloud Engineers, Architects, Admin	21,328	3.9%
Emerging Tech, IT Project Mgt. and Other	19,630	3.7%
Database, Data Science, Analytics and CS	11,467	5.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

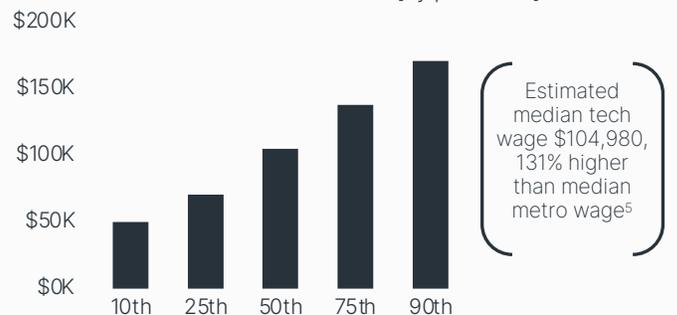


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Denver

Full MSA name: Denver-Aurora-Lakewood, CO

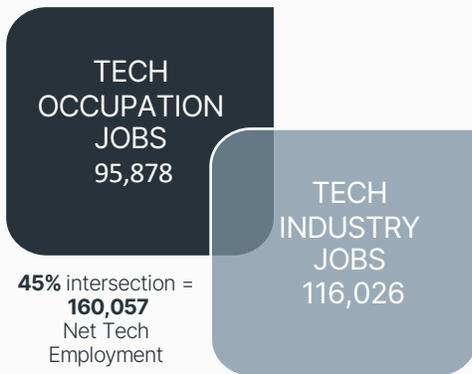


STATE OF TECHNOLOGY SUMMARY

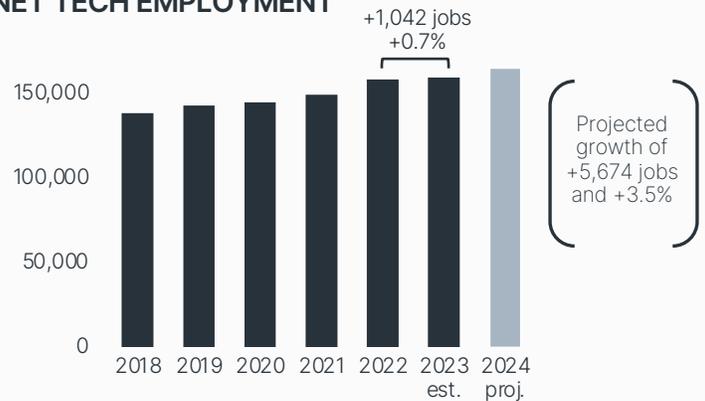
- 160,057 NET TECH EMPLOYMENT¹
- 9.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$35.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13.0% ECONOMIC IMPACT AS A % OF OVERALL
- 13,924 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 49,746 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



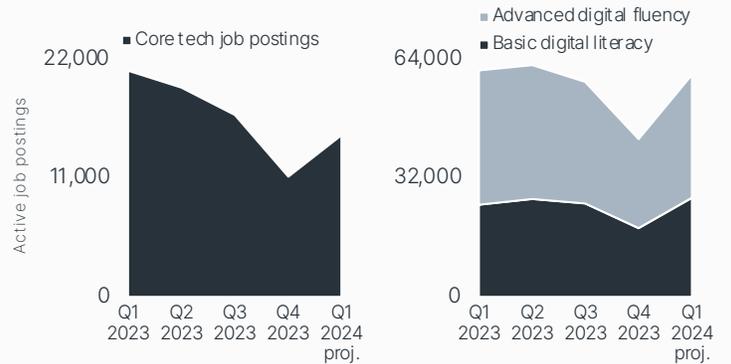
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

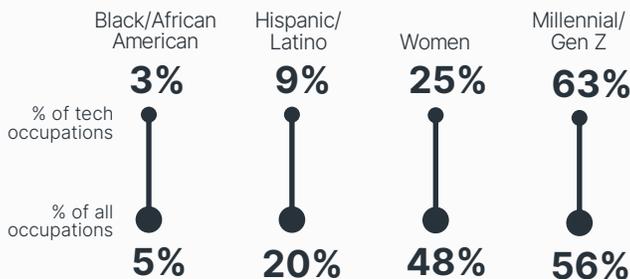
	2023	2024 % Change ³
Software, Programmers, Web and QA	34,788	5.5%
Network, Cloud Engineers, Architects, Admin	15,947	2.3%
IT Support Specialist and Repair Technicians	11,648	3.2%
Cybersecurity and Systems Engineers	10,980	4.5%
Database, Data Science, Analytics and CS	8,022	3.9%
Emerging Tech, IT Project Mgt. and Other	5,090	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

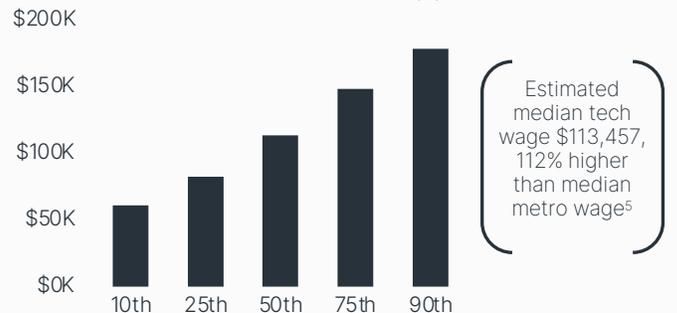


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Des Moines

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



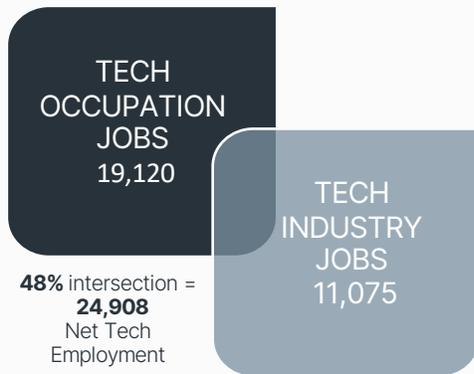
STATE OF TECHNOLOGY SUMMARY

- 24,908 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.4% ECONOMIC IMPACT AS A % OF OVERALL
- 2,088 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,947 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 13.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

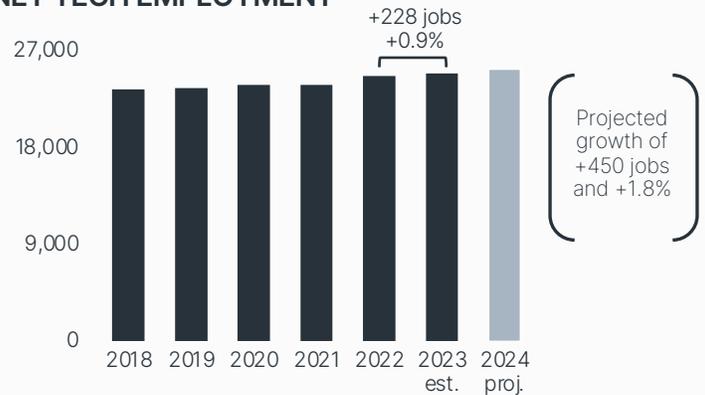
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



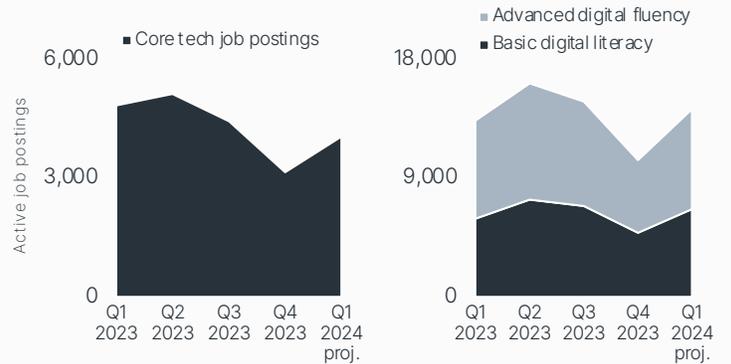
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

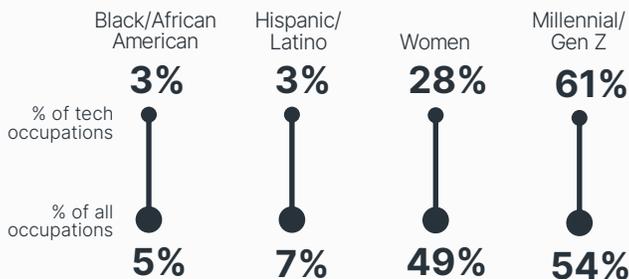
	2023	2024 % Change ³
Software, Programmers, Web and QA	6,304	2.6%
Cybersecurity and Systems Engineers	3,567	1.6%
IT Support Specialist and Repair Technicians	2,629	1.0%
Network, Cloud Engineers, Architects, Admin	2,334	0.7%
Database, Data Science, Analytics and CS	1,630	2.8%
Emerging Tech, IT Project Mgt. and Other	1,041	2.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



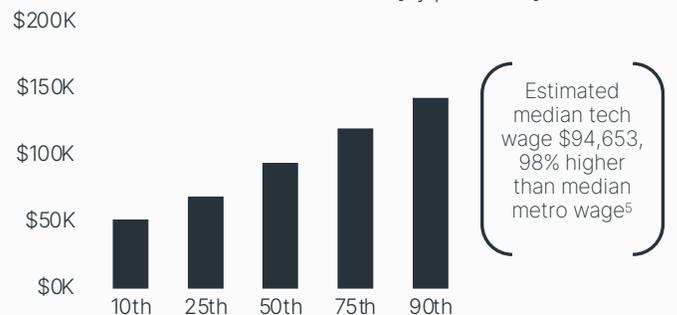
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Detroit

Full MSA name: Detroit-Warren-Dearborn, MI



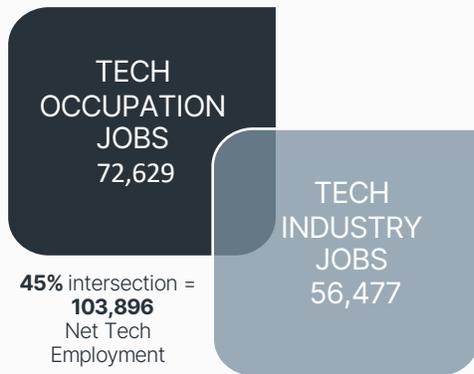
STATE OF TECHNOLOGY SUMMARY

- 103,896 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$15.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.5% ECONOMIC IMPACT AS A % OF OVERALL
- 4,535 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 41,530 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

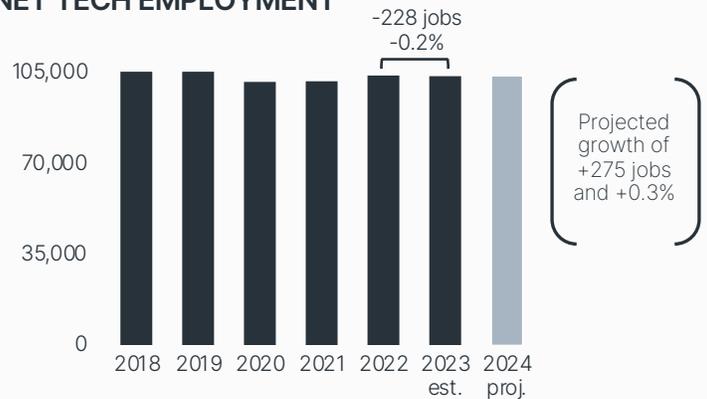
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



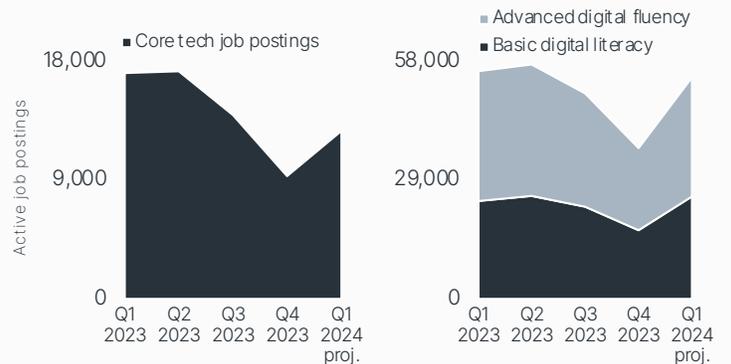
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

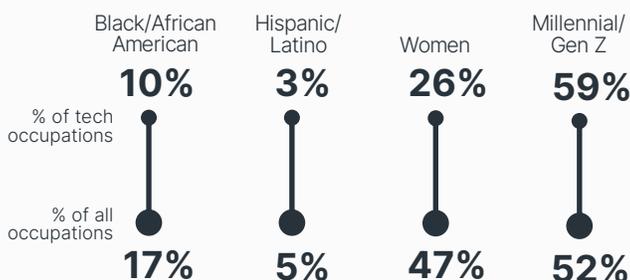
	2023	2024 % Change ³
Software, Programmers, Web and QA	28,469	1.1%
Cybersecurity and Systems Engineers	11,317	0.5%
IT Support Specialist and Repair Technicians	10,797	-0.4%
Network, Cloud Engineers, Architects, Admin	5,881	0.2%
Emerging Tech, IT Project Mgt. and Other	4,080	1.0%
Database, Data Science, Analytics and CS	3,629	2.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



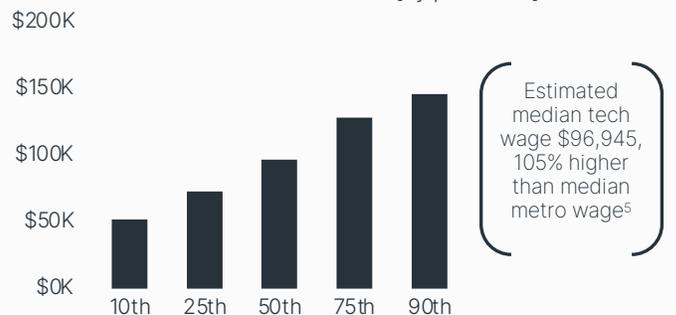
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

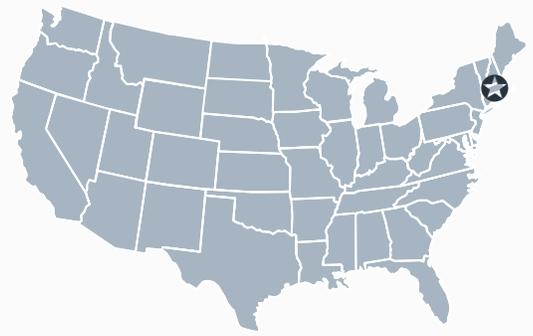
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Hartford

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



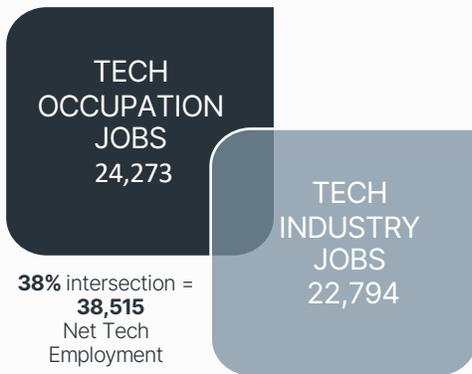
STATE OF TECHNOLOGY SUMMARY

- 38,515 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$7.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.3% ECONOMIC IMPACT AS A % OF OVERALL
- 2,688 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,545 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

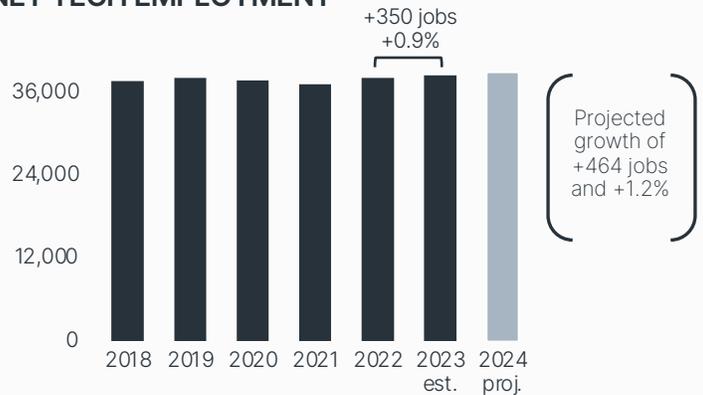
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



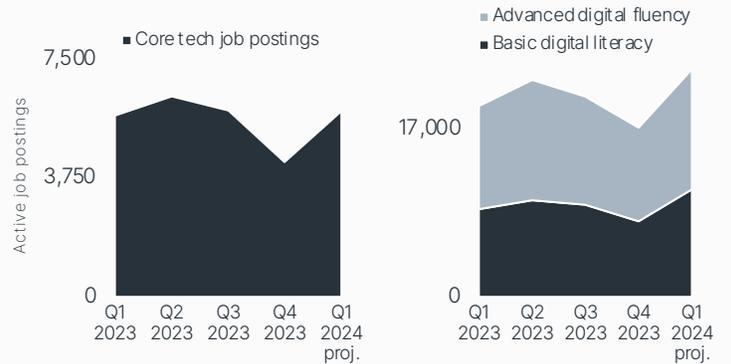
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

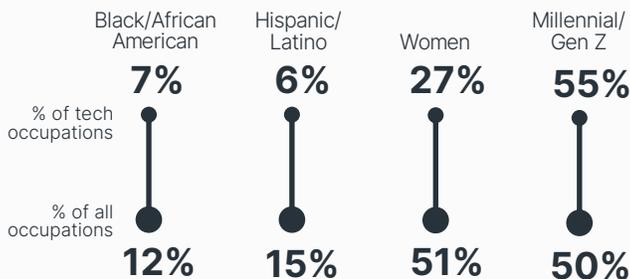
	2023	2024 % Change ³
Software, Programmers, Web and QA	9,211	1.8%
IT Support Specialist and Repair Technicians	3,844	0.6%
Cybersecurity and Systems Engineers	3,607	0.8%
Network, Cloud Engineers, Architects, Admin	1,746	1.0%
Database, Data Science, Analytics and CS	1,116	2.1%
Emerging Tech, IT Project Mgt. and Other	508	2.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



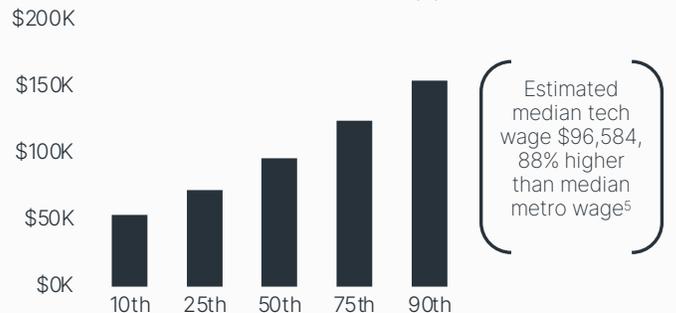
³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

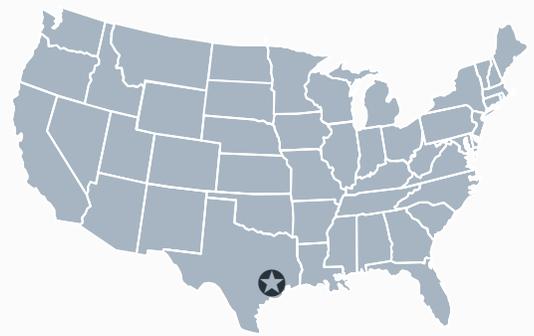
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Houston

Full MSA name: Houston-The Woodlands-Sugar Land, TX



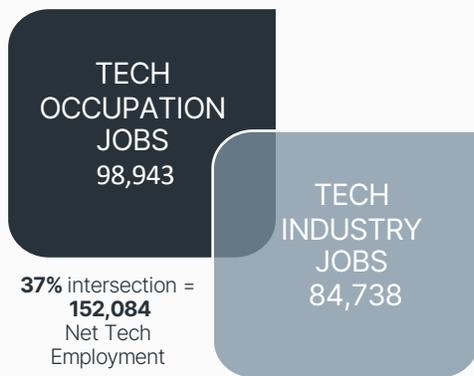
STATE OF TECHNOLOGY SUMMARY

- 152,084 NET TECH EMPLOYMENT¹
- 4.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$21.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.4% ECONOMIC IMPACT AS A % OF OVERALL
- 7,945 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 49,936 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

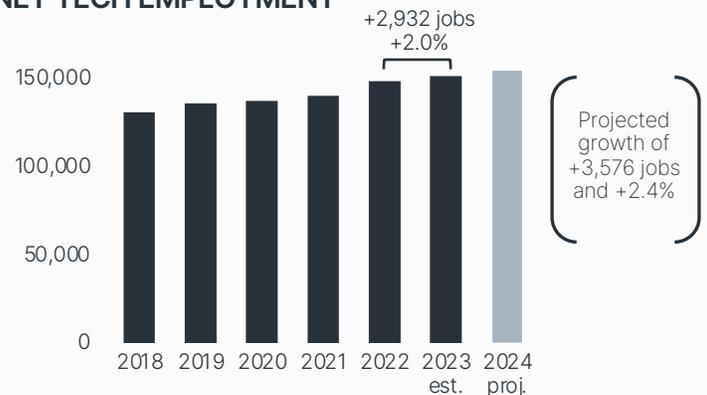
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



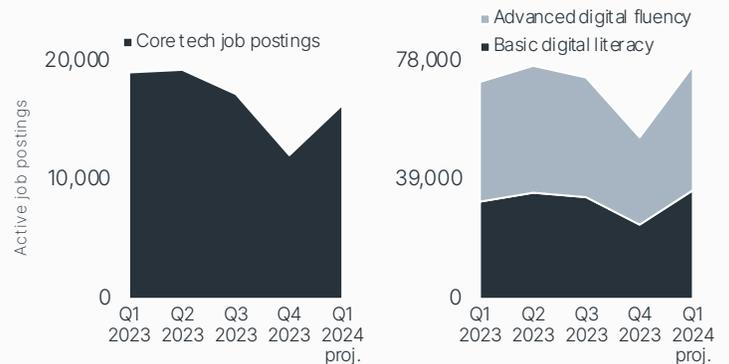
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

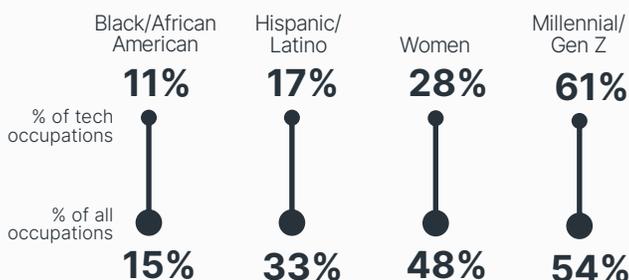
	2023	2024 % Change ³
Software, Programmers, Web and QA	28,590	4.2%
IT Support Specialist and Repair Technicians	15,803	1.9%
Cybersecurity and Systems Engineers	14,690	2.9%
Emerging Tech, IT Project Mgt. and Other	11,328	2.4%
Network, Cloud Engineers, Architects, Admin	10,297	2.3%
Database, Data Science, Analytics and CS	6,414	4.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



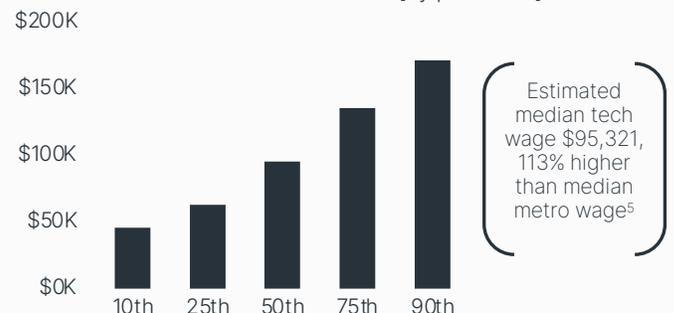
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Huntsville

Full MSA name: Huntsville, AL



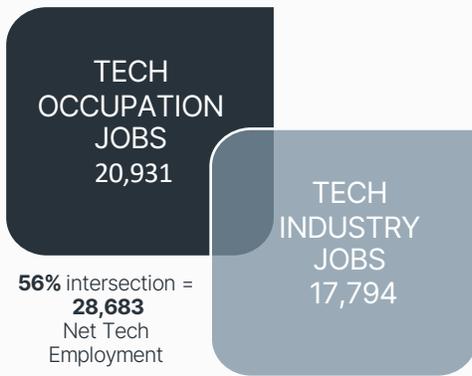
STATE OF TECHNOLOGY SUMMARY

- 28,683 NET TECH EMPLOYMENT¹
- 10.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$3.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.3% ECONOMIC IMPACT AS A % OF OVERALL
- 1,005 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,862 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

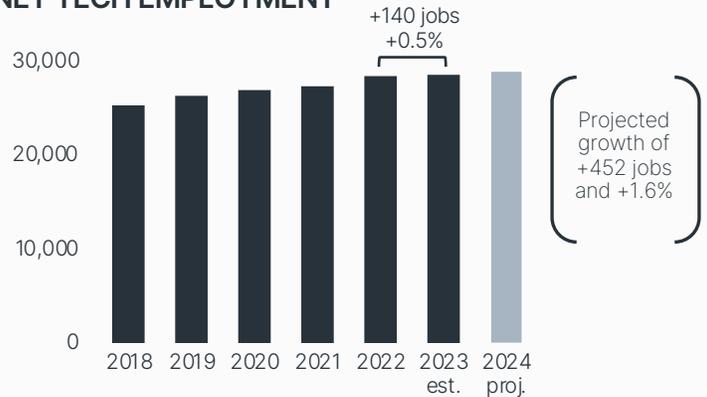
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



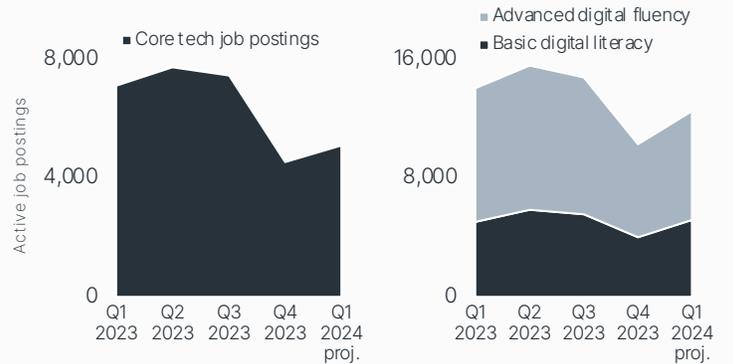
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

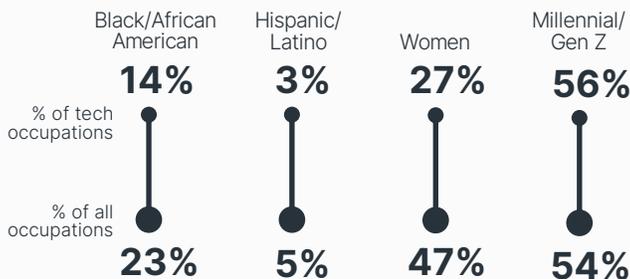
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	8,683	2.8%
Cybersecurity and Systems Engineers	3,788	2.3%
Network, Cloud Engineers, Architects, Admin	2,827	0.9%
IT Support Specialist and Repair Technicians	1,577	1.5%
Database, Data Science, Analytics and CS	1,024	3.3%
Emerging Tech, IT Project Mgt. and Other	787	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

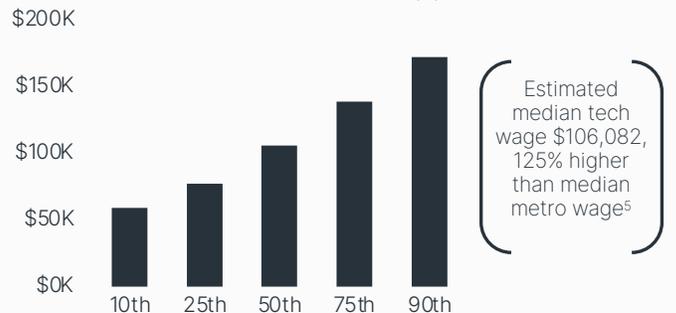


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Indianapolis

Full MSA name: Indianapolis-Carmel-Anderson, IN

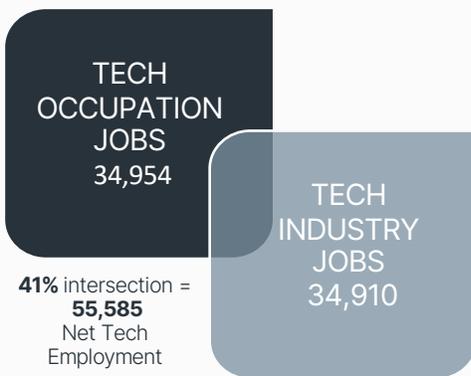


STATE OF TECHNOLOGY SUMMARY

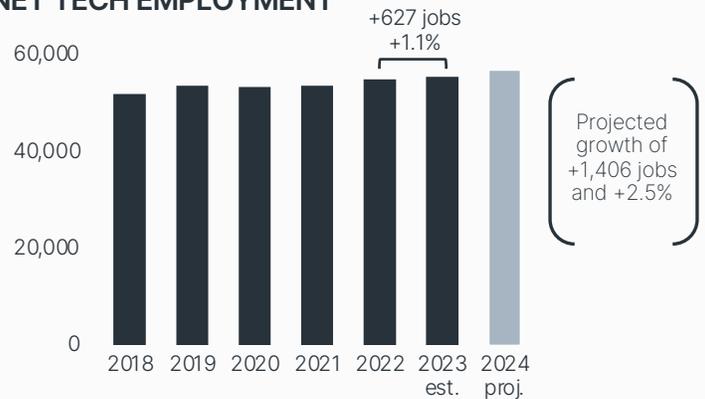
- 55,585 NET TECH EMPLOYMENT¹
- 4.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$9.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.0% ECONOMIC IMPACT AS A % OF OVERALL
- 3,239 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,628 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.8% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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



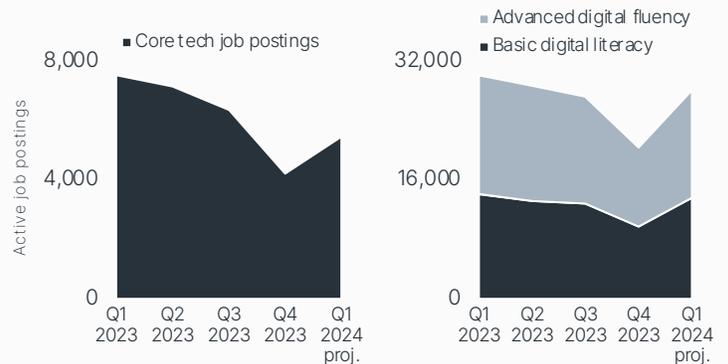
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

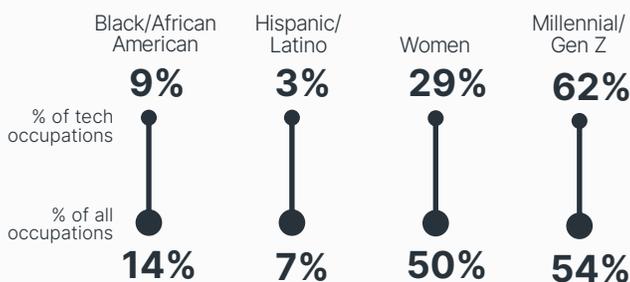
	2023	2024 % Change ³
Software, Programmers, Web and QA	10,305	4.3%
IT Support Specialist and Repair Technicians	5,849	1.7%
Network, Cloud Engineers, Architects, Admin	5,790	1.6%
Cybersecurity and Systems Engineers	5,286	2.7%
Emerging Tech, IT Project Mgt. and Other	2,112	3.1%
Database, Data Science, Analytics and CS	2,098	3.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

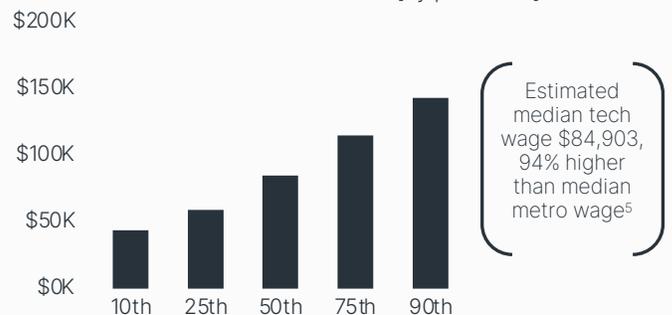


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Kansas City

Full MSA name: Kansas City, MO-KS



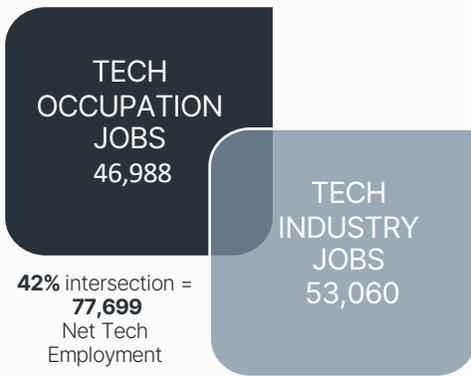
STATE OF TECHNOLOGY SUMMARY

- 77,699 NET TECH EMPLOYMENT¹
- 6.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$13.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.0% ECONOMIC IMPACT AS A % OF OVERALL
- 5,223 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 23,201 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

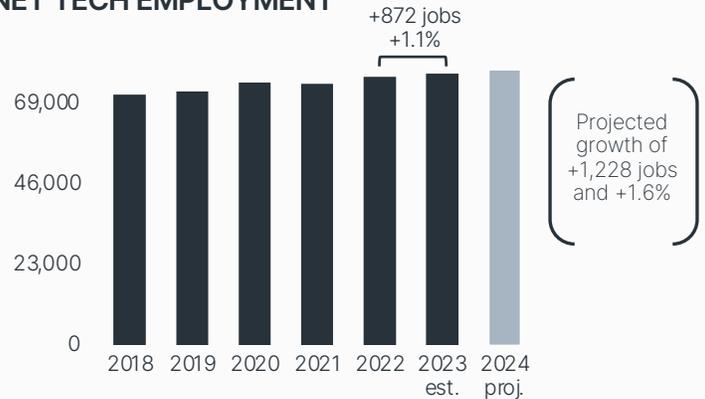
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



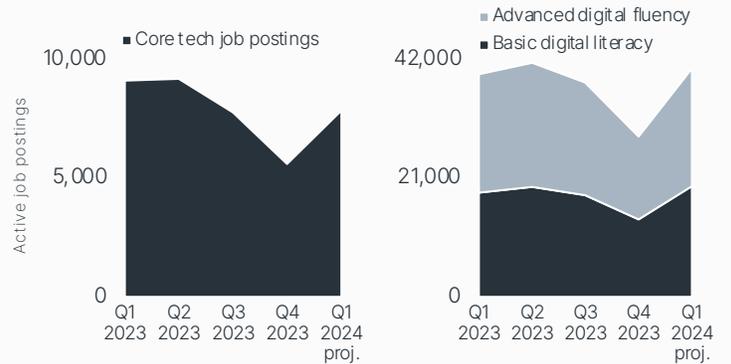
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

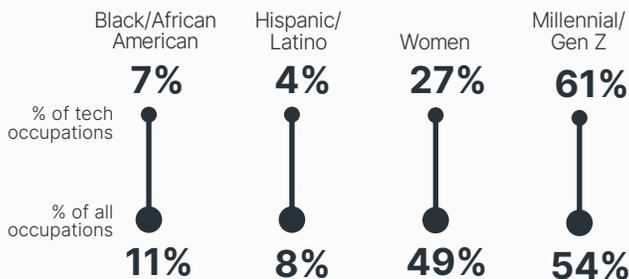
	2023	2024 % Change ³
Software, Programmers, Web and QA	16,796	2.6%
IT Support Specialist and Repair Technicians	6,784	0.7%
Cybersecurity and Systems Engineers	6,710	1.2%
Network, Cloud Engineers, Architects, Admin	6,484	-0.2%
Database, Data Science, Analytics and CS	3,090	1.5%
Emerging Tech, IT Project Mgt. and Other	2,675	1.4%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

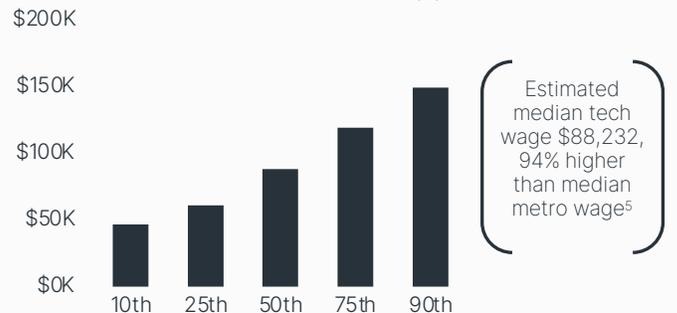


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

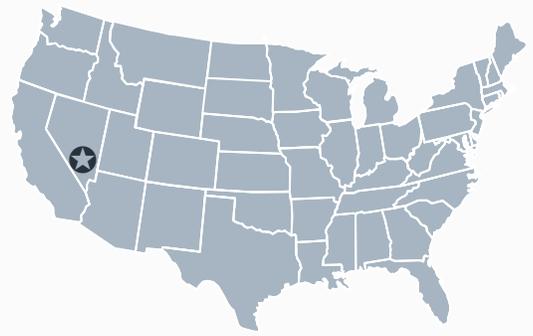


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Las Vegas

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



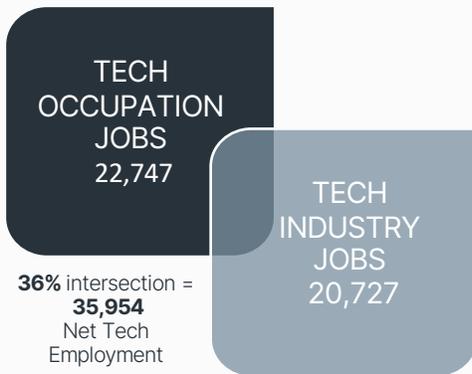
STATE OF TECHNOLOGY SUMMARY

- 35,954 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.3% ECONOMIC IMPACT AS A % OF OVERALL
- 3,902 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,182 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

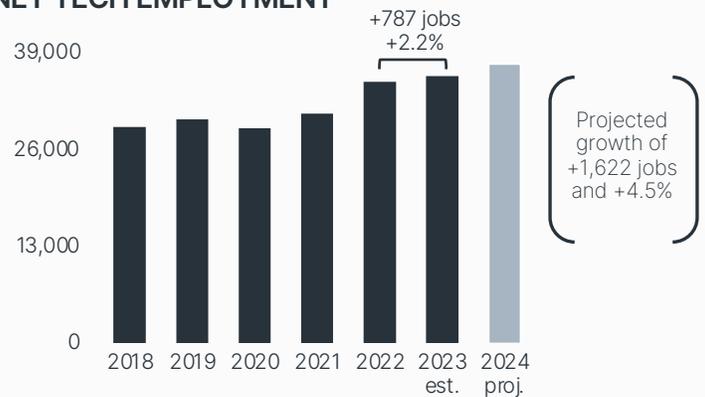
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



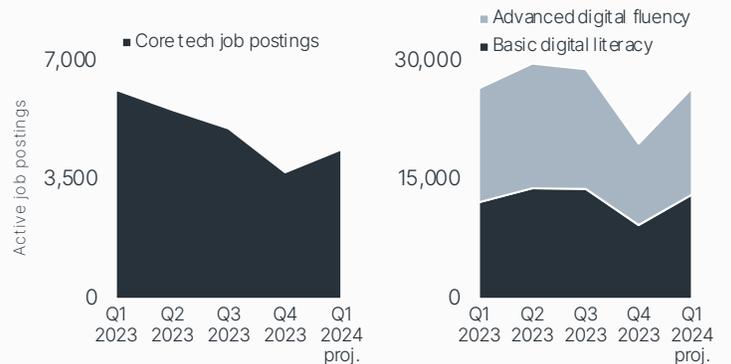
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

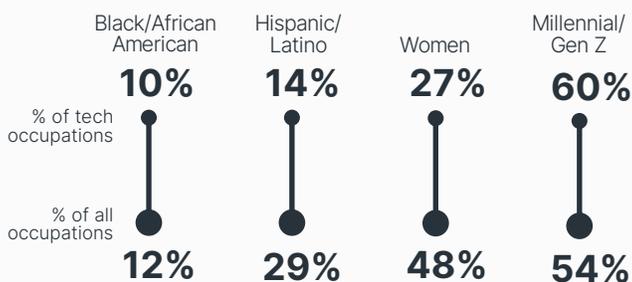
	2023	2024 % Change ³
IT Support Specialist and Repair Technicians	5,807	2.9%
Software, Programmers, Web and QA	5,713	6.9%
Network, Cloud Engineers, Architects, Admin	3,088	3.4%
Emerging Tech, IT Project Mgt. and Other	2,985	3.7%
Cybersecurity and Systems Engineers	2,082	5.6%
Database, Data Science, Analytics and CS	1,343	6.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

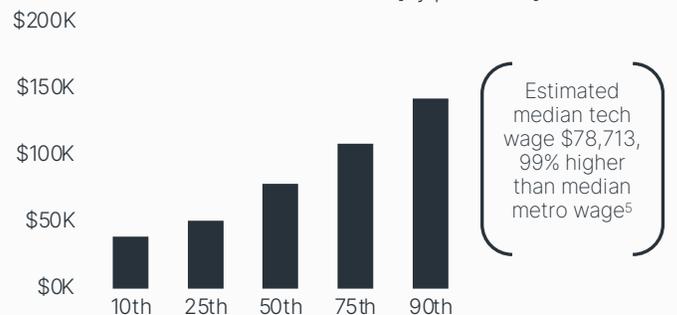


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

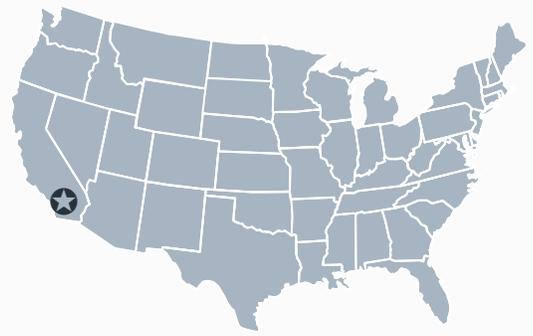


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Los Angeles

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



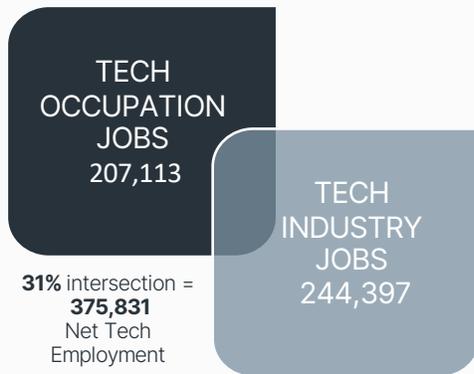
STATE OF TECHNOLOGY SUMMARY

- 375,831 NET TECH EMPLOYMENT¹
- 5.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$98.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.0% ECONOMIC IMPACT AS A % OF OVERALL
- 14,955 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 98,872 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

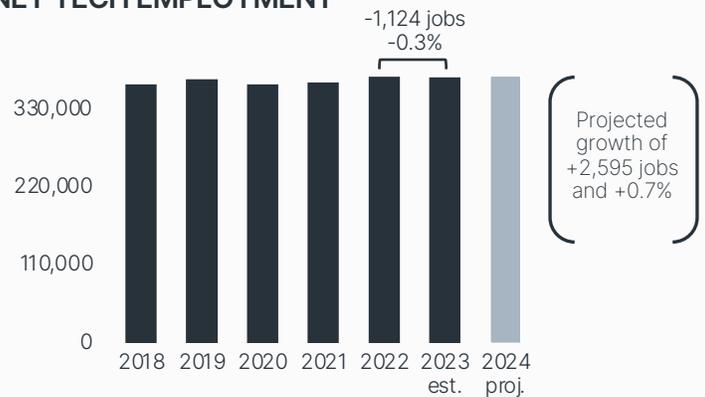
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 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 | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



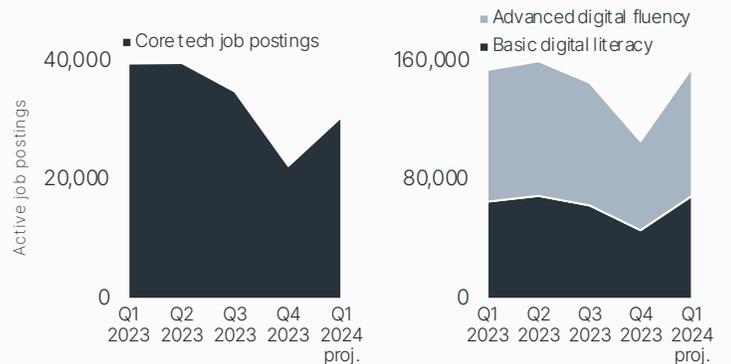
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

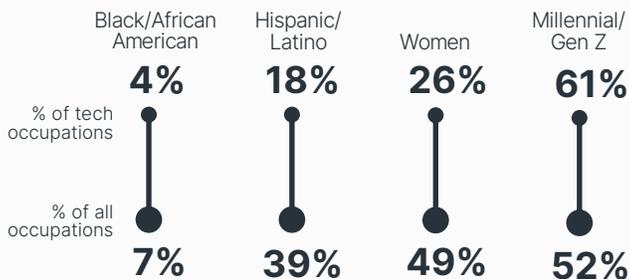
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	77,138	2.2%
IT Support Specialist and Repair Technicians	27,883	0.3%
Emerging Tech, IT Project Mgt. and Other	23,865	1.1%
Cybersecurity and Systems Engineers	19,621	1.5%
Network, Cloud Engineers, Architects, Admin	18,843	0.6%
Database, Data Science, Analytics and CS	11,940	2.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



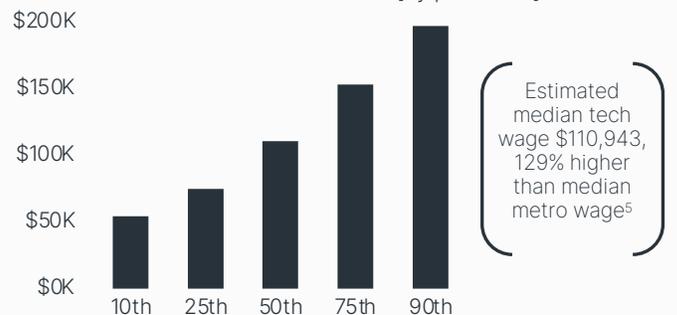
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

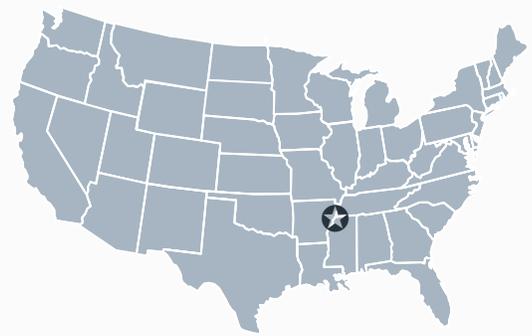
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Memphis

Full MSA name: Memphis, TN-MS-AR



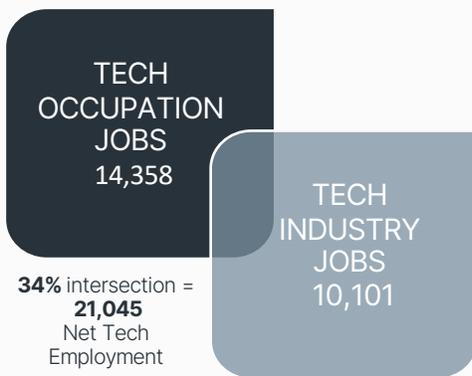
STATE OF TECHNOLOGY SUMMARY

- 21,045 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.1% ECONOMIC IMPACT AS A % OF OVERALL
- 1,482 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,878 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

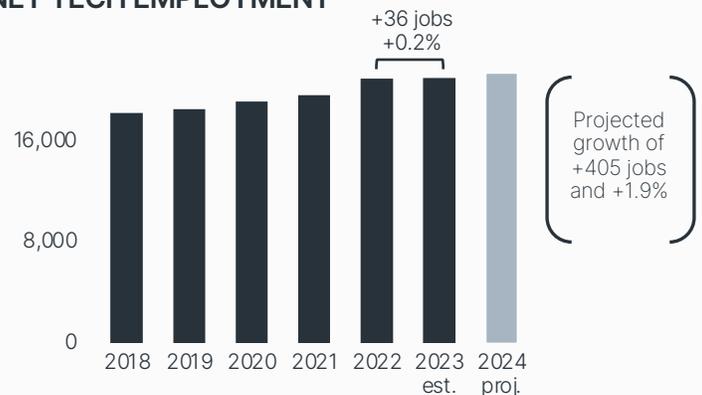
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



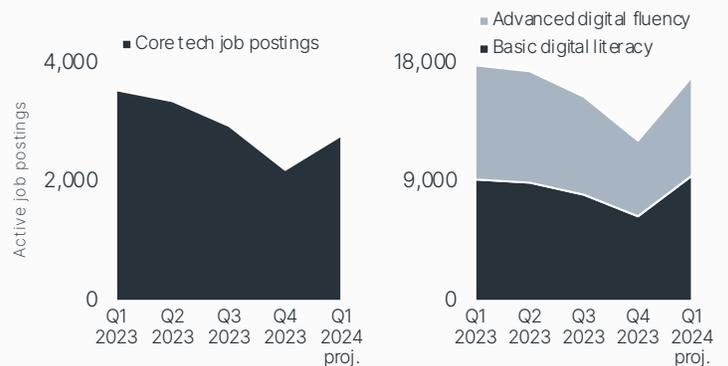
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

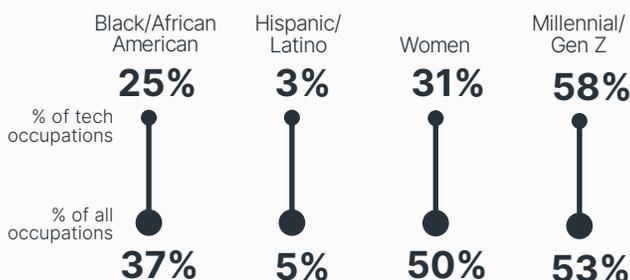
	2023	2024 % Change ³
Software, Programmers, Web and QA	3,681	3.7%
Emerging Tech, IT Project Mgt. and Other	2,638	1.8%
Network, Cloud Engineers, Architects, Admin	2,131	0.7%
Cybersecurity and Systems Engineers	1,981	2.1%
IT Support Specialist and Repair Technicians	1,656	1.7%
Database, Data Science, Analytics and CS	548	4.1%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



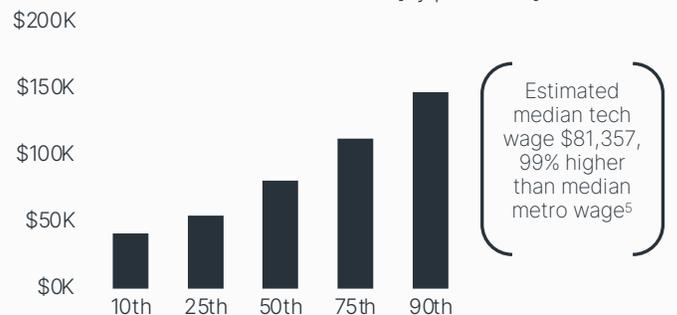
³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

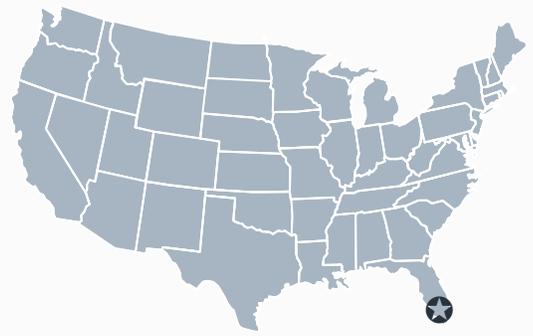
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Miami

Full MSA name: Miami-Fort Lauderdale-Pompano Beach, FL



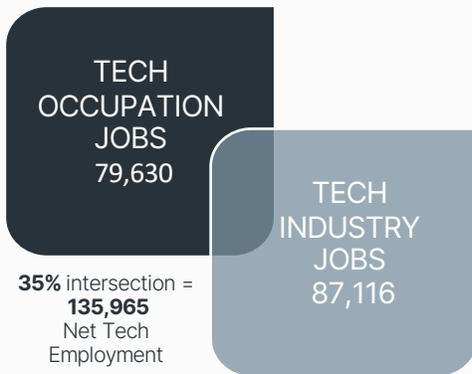
STATE OF TECHNOLOGY SUMMARY

- 135,965 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$29.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.6% ECONOMIC IMPACT AS A % OF OVERALL
- 11,193 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 37,218 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

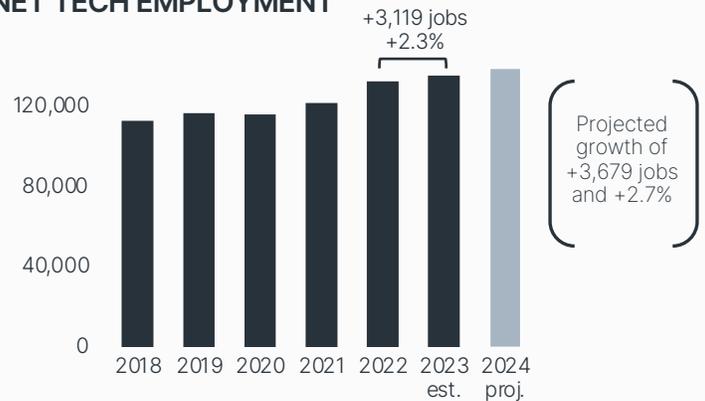
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



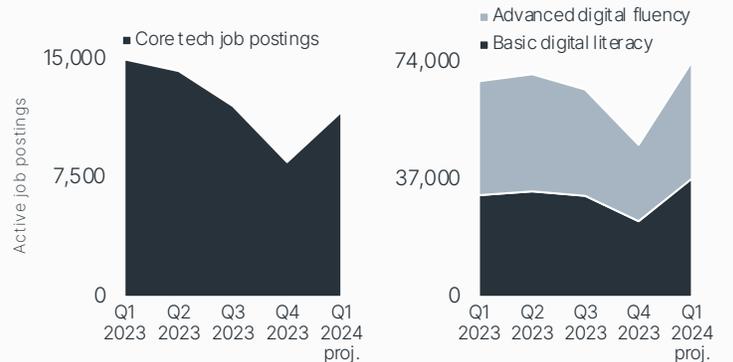
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	28,971	4.4%
IT Support Specialist and Repair Technicians	14,003	1.8%
Network, Cloud Engineers, Architects, Admin	10,695	1.9%
Cybersecurity and Systems Engineers	9,402	3.6%
Database, Data Science, Analytics and CS	5,262	4.3%
Emerging Tech, IT Project Mgt. and Other	4,135	3.7%

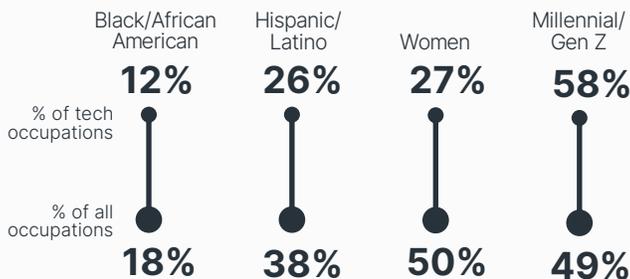
EMPLOYER HIRING INTENT VIA JOB POSTINGS



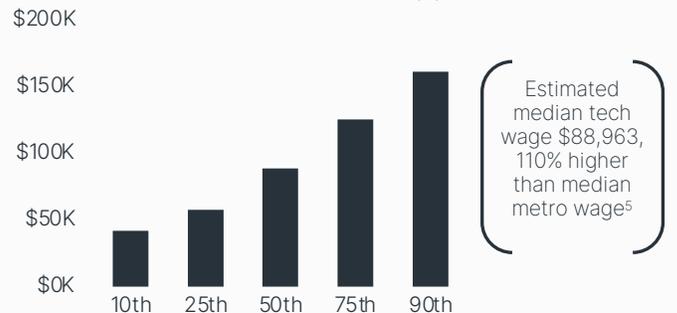
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Milwaukee

Full MSA name: Milwaukee-Waukesha, WI



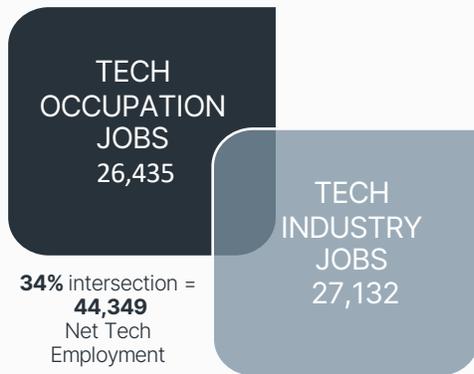
STATE OF TECHNOLOGY SUMMARY

- 44,349 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$8.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.5% ECONOMIC IMPACT AS A % OF OVERALL
- 1,785 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,202 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

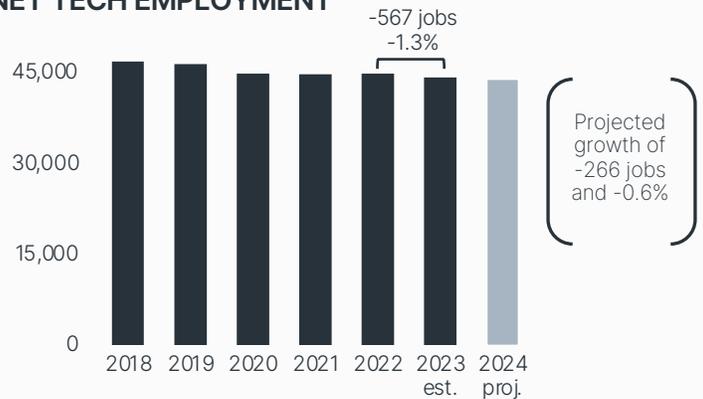
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



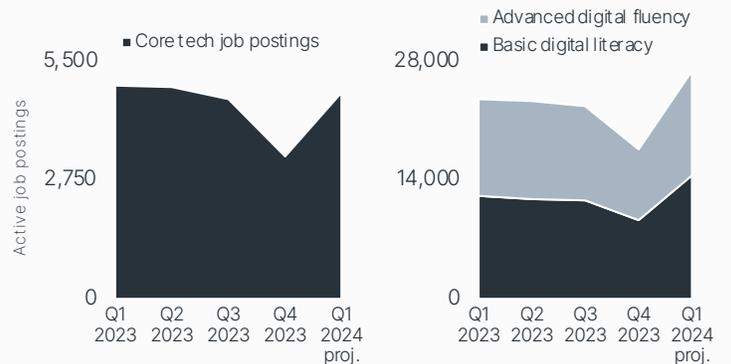
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

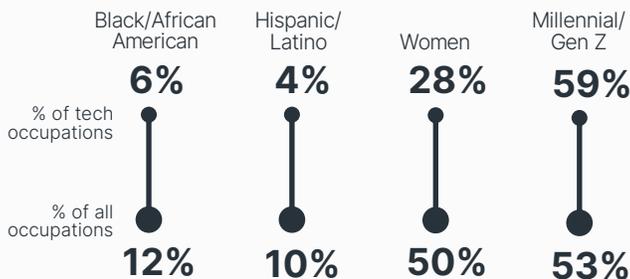
	2023	2024 % Change ³
Software, Programmers, Web and QA	9,559	0.9%
Network, Cloud Engineers, Architects, Admin	4,079	-0.7%
Cybersecurity and Systems Engineers	3,873	0.5%
IT Support Specialist and Repair Technicians	3,765	-0.5%
Emerging Tech, IT Project Mgt. and Other	1,604	0.3%
Database, Data Science, Analytics and CS	1,468	1.6%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



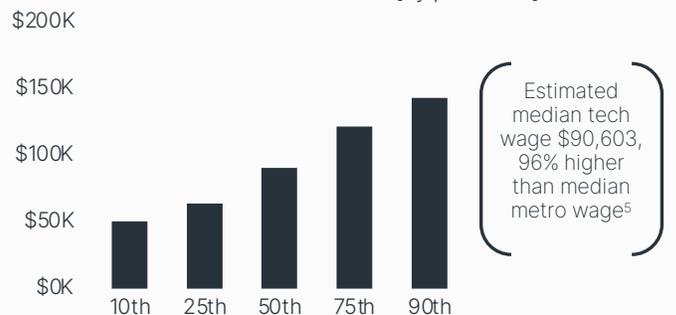
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

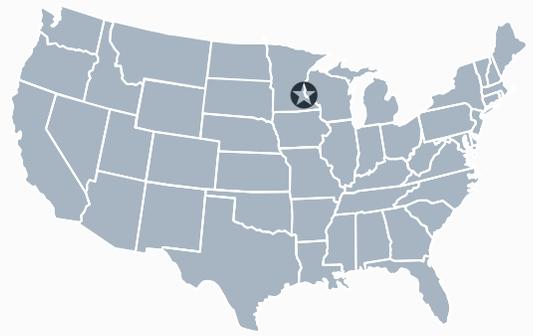
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Minneapolis

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



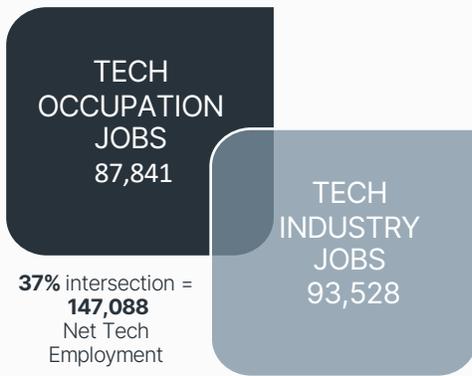
STATE OF TECHNOLOGY SUMMARY

- 147,088 NET TECH EMPLOYMENT¹
- 7.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$28.0 ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.2% ECONOMIC IMPACT AS A % OF OVERALL
- 5,040 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 36,645 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

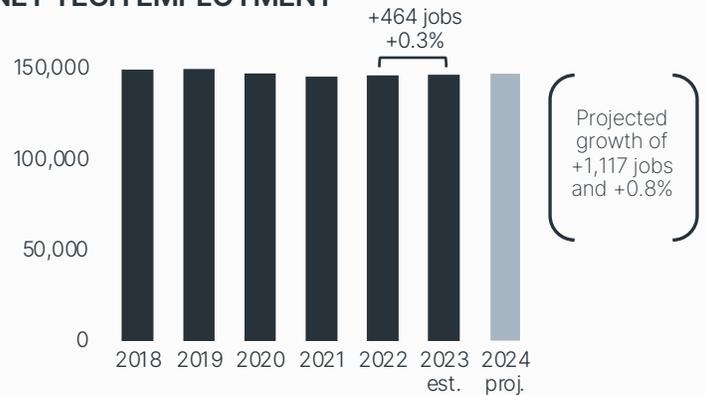
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



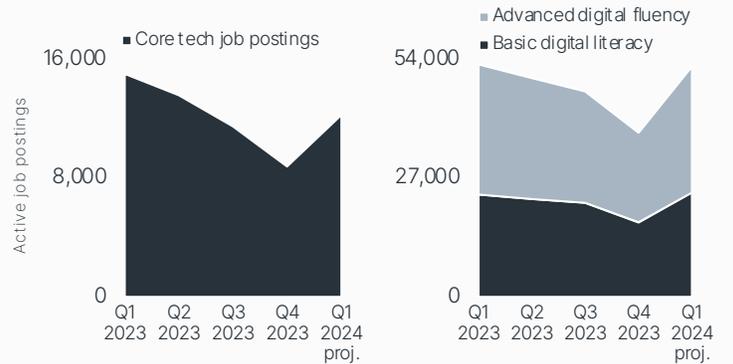
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

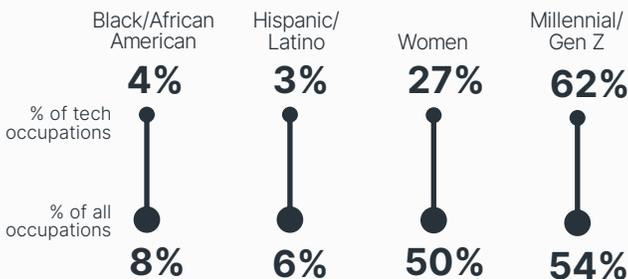
	2023	2024 % Change ³
Software, Programmers, Web and QA	36,717	1.6%
Cybersecurity and Systems Engineers	13,850	0.9%
IT Support Specialist and Repair Technicians	11,682	0.2%
Network, Cloud Engineers, Architects, Admin	10,522	0.2%
Emerging Tech, IT Project Mgt. and Other	3,787	1.1%
Database, Data Science, Analytics and CS	3,384	2.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

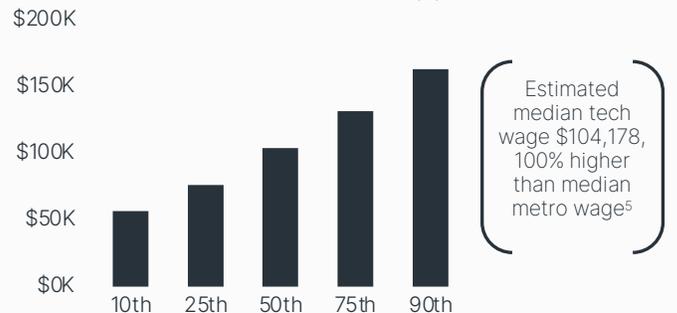


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Nashville

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



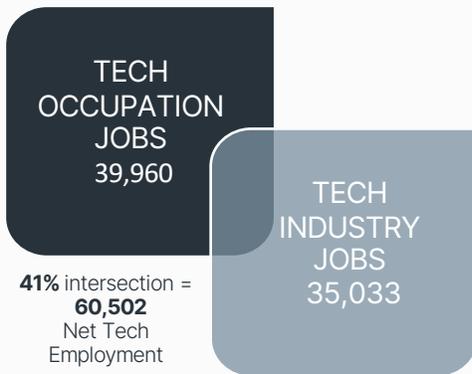
STATE OF TECHNOLOGY SUMMARY

- 60,502 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$10.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.4% ECONOMIC IMPACT AS A % OF OVERALL
- 6,560 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,719 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

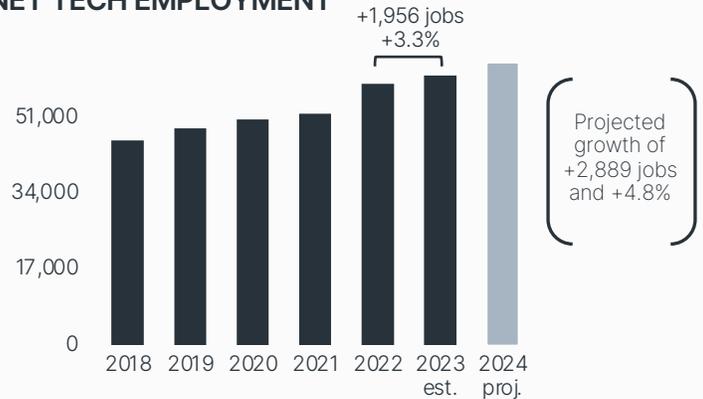
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



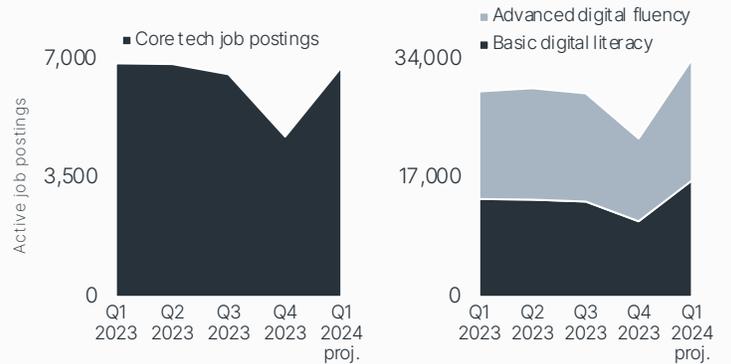
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

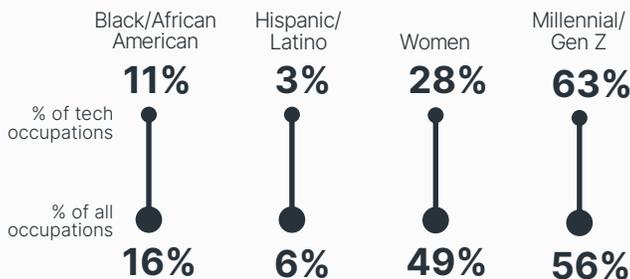
	2023	2024 % Change ³
Software, Programmers, Web and QA	13,663	6.2%
Emerging Tech, IT Project Mgt. and Other	5,704	3.1%
Network, Cloud Engineers, Architects, Admin	5,100	3.2%
Cybersecurity and Systems Engineers	4,907	4.5%
IT Support Specialist and Repair Technicians	4,433	3.9%
Database, Data Science, Analytics and CS	1,791	5.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

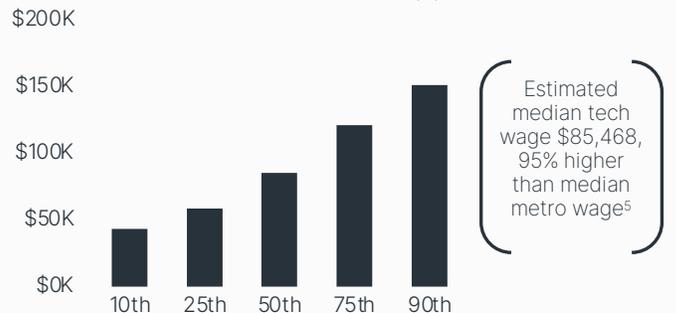


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

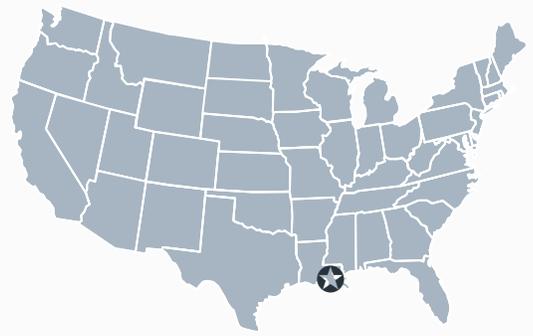


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

New Orleans

Full MSA name: New Orleans-Metairie, LA



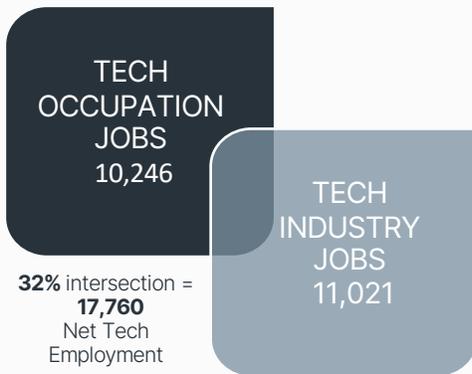
STATE OF TECHNOLOGY SUMMARY

- 17,760 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2.8% ECONOMIC IMPACT AS A % OF OVERALL
- 2,606 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,772 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

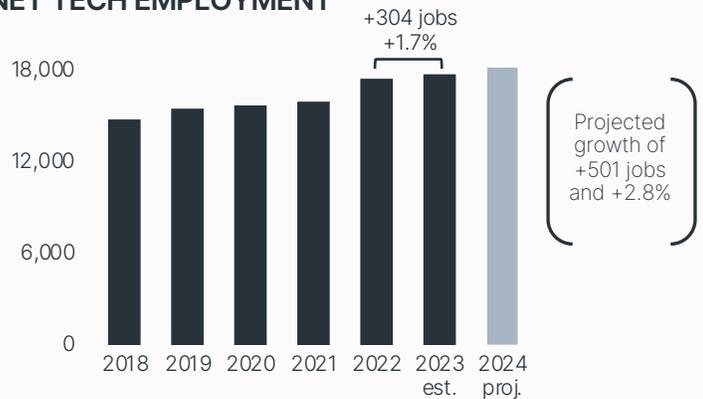
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



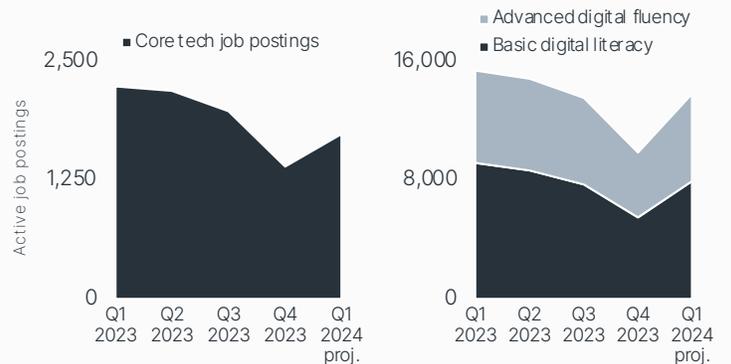
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

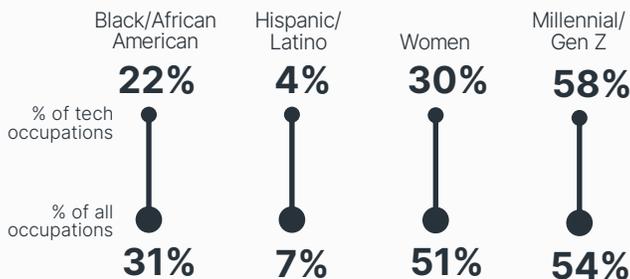
	2023	2024 % Change ³
Emerging Tech, IT Project Mgt. and Other	2,635	1.2%
Software, Programmers, Web and QA	2,149	4.1%
IT Support Specialist and Repair Technicians	1,592	1.0%
Cybersecurity and Systems Engineers	1,247	2.0%
Network, Cloud Engineers, Architects, Admin	927	1.8%
Database, Data Science, Analytics and CS	662	1.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



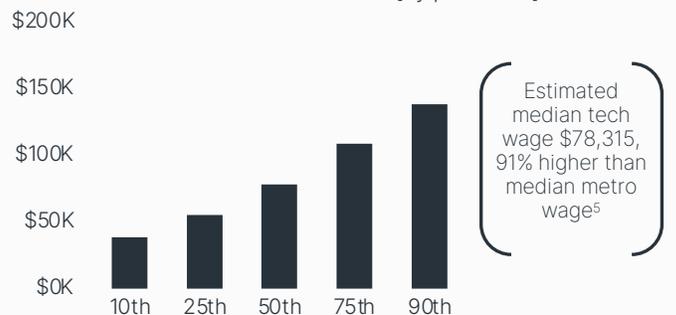
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

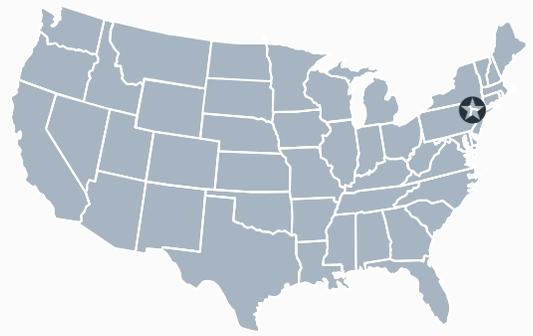
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

New York City

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



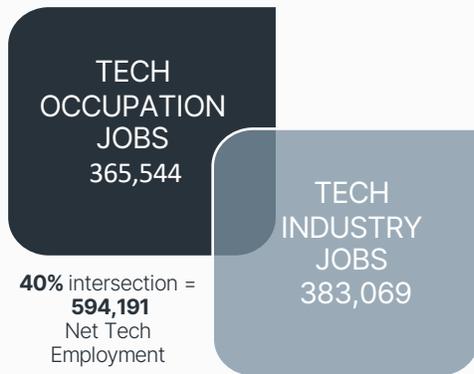
STATE OF TECHNOLOGY SUMMARY

- 549,191 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$188.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.7% ECONOMIC IMPACT AS A % OF OVERALL
- 24,836 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 172,881 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 23.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

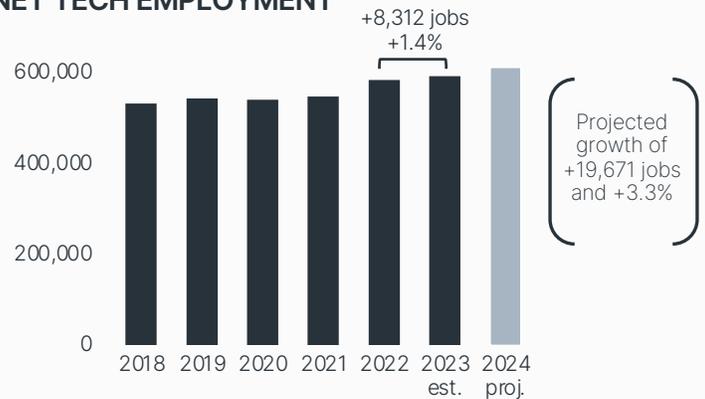
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 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 | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



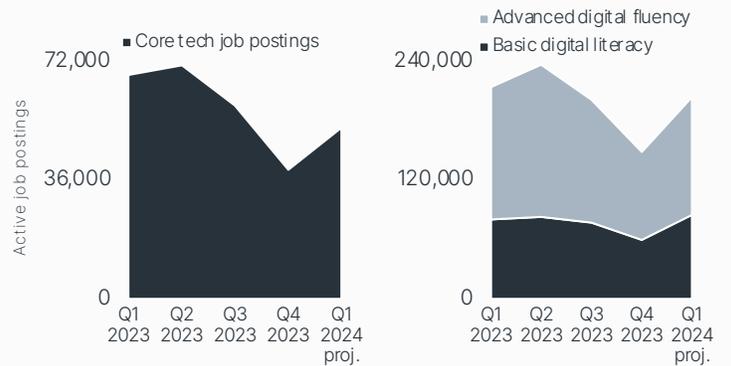
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

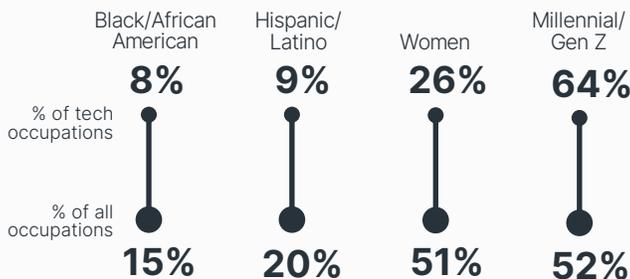
	2023	2024 % Change ³
Software, Programmers, Web and QA	157,930	4.3%
Network, Cloud Engineers, Architects, Admin	43,434	1.9%
IT Support Specialist and Repair Technicians	42,907	2.3%
Cybersecurity and Systems Engineers	33,696	3.6%
Database, Data Science, Analytics and CS	24,485	4.3%
Emerging Tech, IT Project Mgt. and Other	17,830	3.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



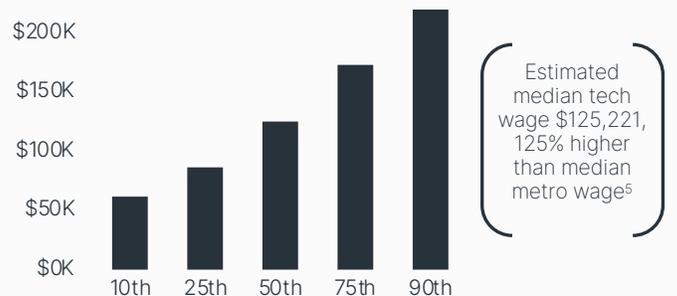
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Oklahoma City

Full MSA name: Oklahoma City, OK



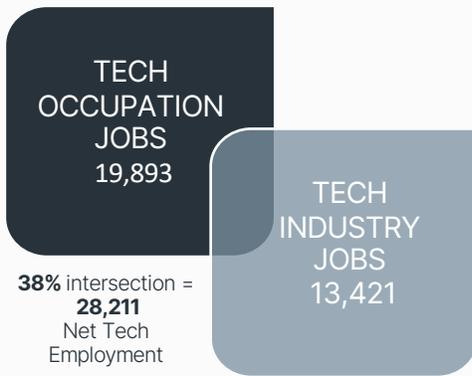
STATE OF TECHNOLOGY SUMMARY

- 28,211 NET TECH EMPLOYMENT¹
- 4.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3.3% ECONOMIC IMPACT AS A % OF OVERALL
- 2,351 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,653 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

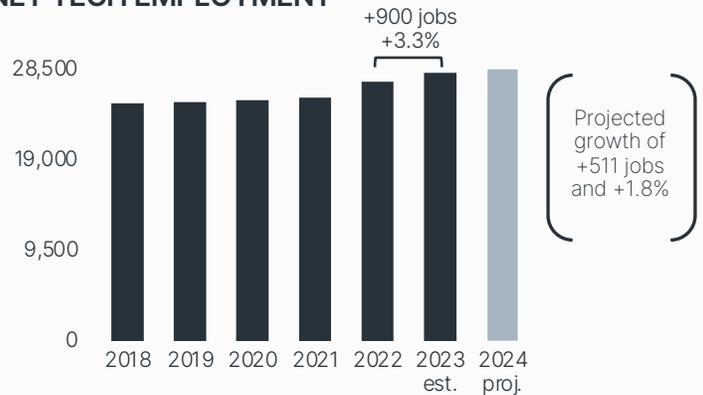
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



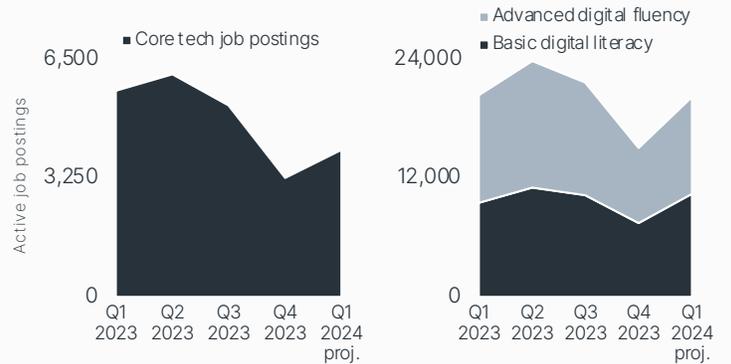
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

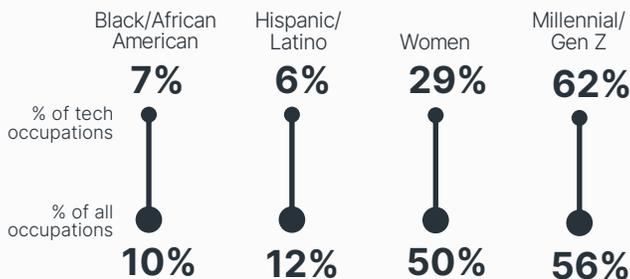
	2023	2024 % Change ³
Software, Programmers, Web and QA	5,855	3.5%
IT Support Specialist and Repair Technicians	3,600	1.2%
Network, Cloud Engineers, Architects, Admin	2,773	0.8%
Database, Data Science, Analytics and CS	2,098	2.6%
Cybersecurity and Systems Engineers	2,048	2.8%
Emerging Tech, IT Project Mgt. and Other	1,702	2.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

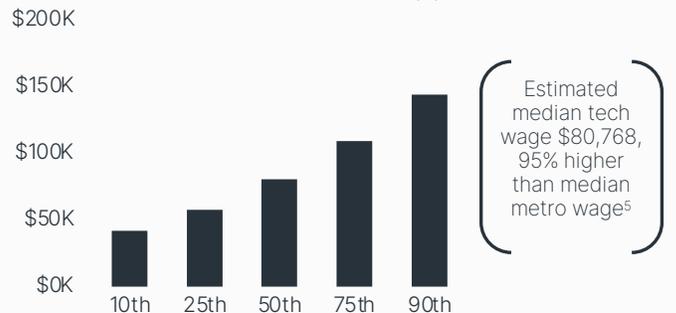


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Omaha

Full MSA name: Omaha-Council Bluffs, NE-IA



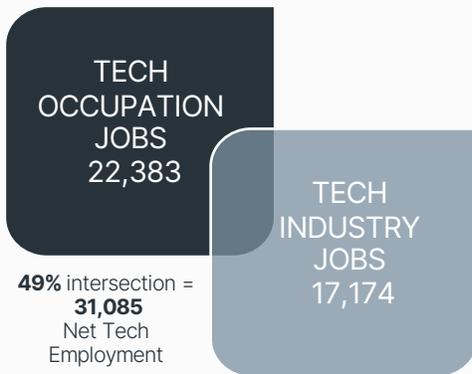
STATE OF TECHNOLOGY SUMMARY

- 31,085 NET TECH EMPLOYMENT¹
- 6.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$5.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6.8% ECONOMIC IMPACT AS A % OF OVERALL
- 1,314 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 10,816 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.0% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

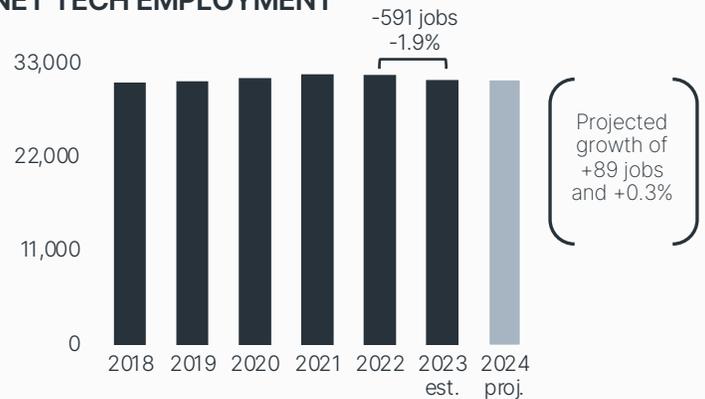
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



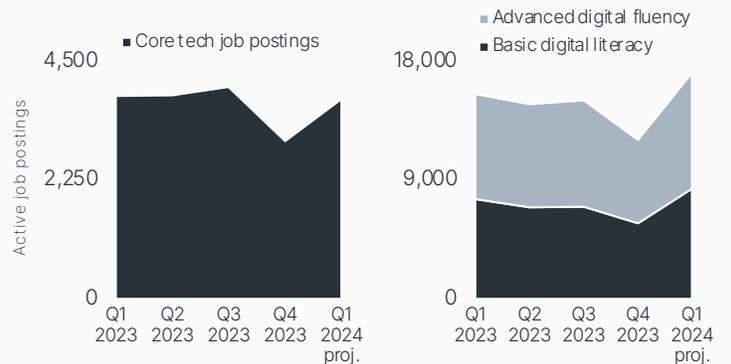
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

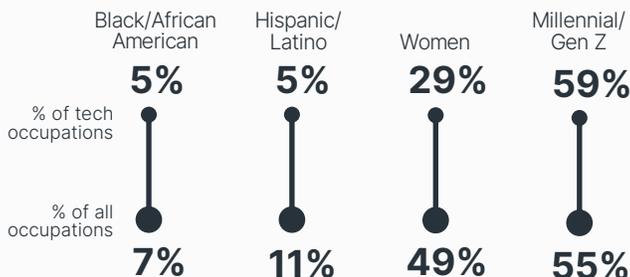
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	7,050	1.5%
IT Support Specialist and Repair Technicians	2,964	0.0%
Cybersecurity and Systems Engineers	2,757	0.6%
Network, Cloud Engineers, Architects, Admin	2,681	-0.5%
Emerging Tech, IT Project Mgt. and Other	2,598	0.5%
Database, Data Science, Analytics and CS	1,630	1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

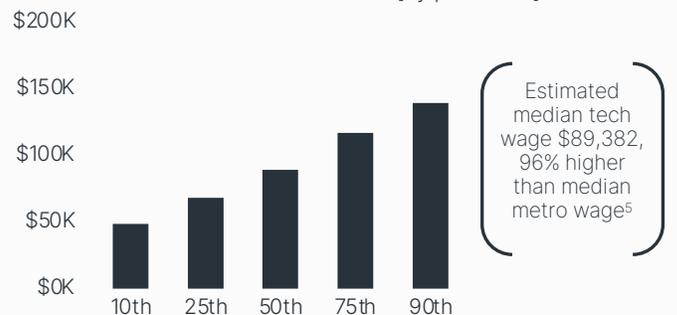


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

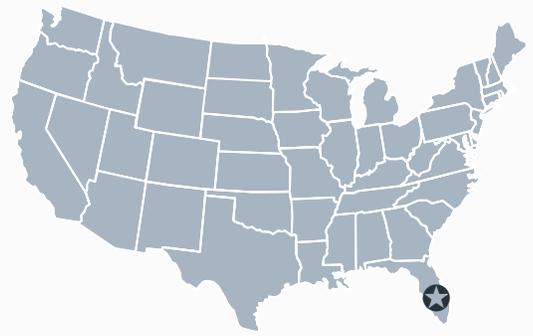


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Orlando

Full MSA name: Orlando-Kissimmee-Sanford, FL

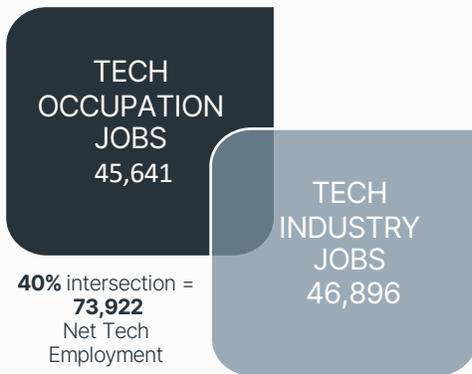


STATE OF TECHNOLOGY SUMMARY

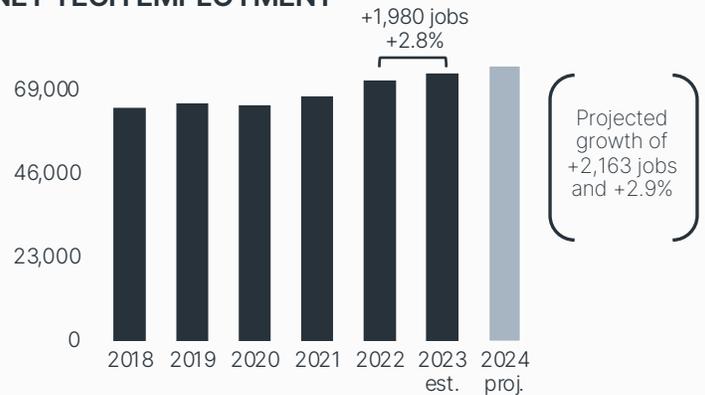
- 73,922 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$13.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.8% ECONOMIC IMPACT AS A % OF OVERALL
- 4,378 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,469 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

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

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



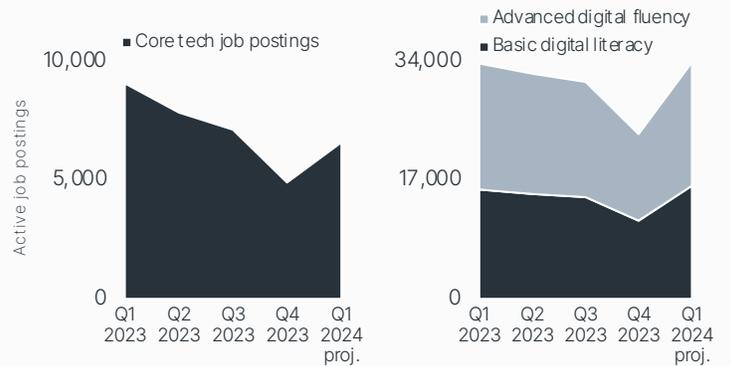
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	16,245	4.6%
IT Support Specialist and Repair Technicians	7,545	2.6%
Network, Cloud Engineers, Architects, Admin	6,534	2.5%
Cybersecurity and Systems Engineers	6,524	3.8%
Database, Data Science, Analytics and CS	2,495	5.0%
Emerging Tech, IT Project Mgt. and Other	2,187	4.5%

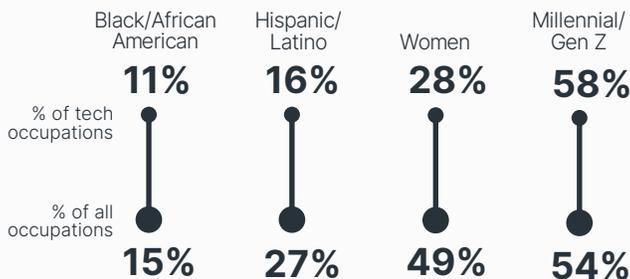
EMPLOYER HIRING INTENT VIA JOB POSTINGS



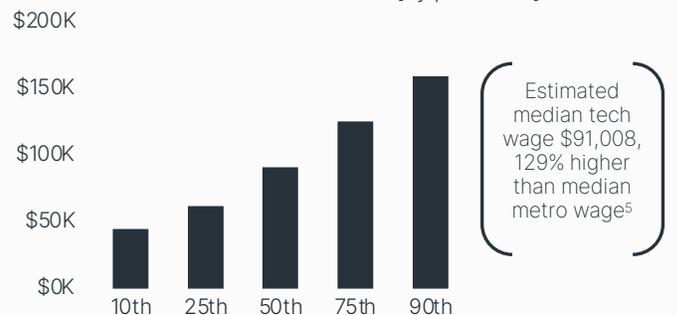
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

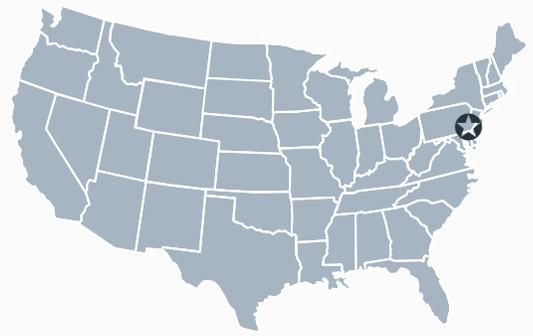


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Philadelphia

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



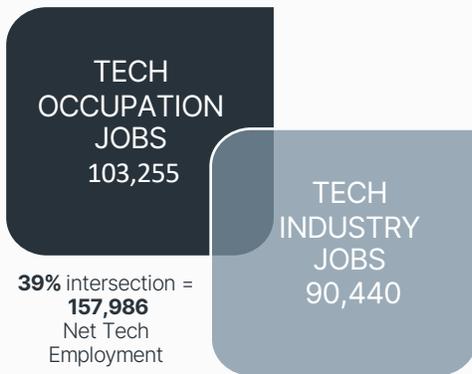
STATE OF TECHNOLOGY SUMMARY

- 157,986 NET TECH EMPLOYMENT¹
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$35.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.5% ECONOMIC IMPACT AS A % OF OVERALL
- 8,134 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 53,853 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 18.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

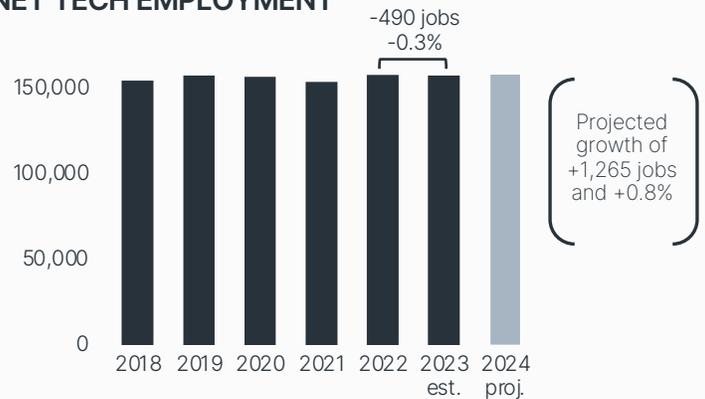
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



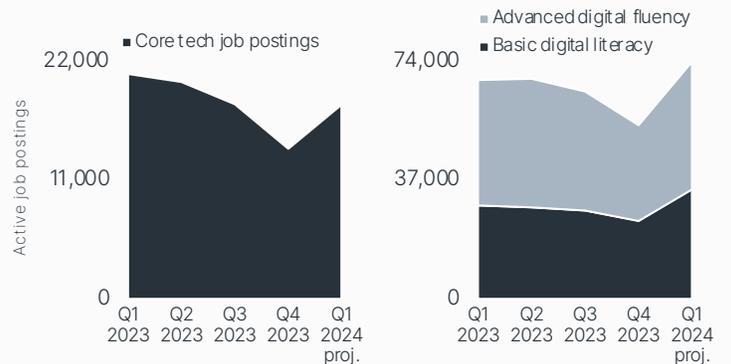
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

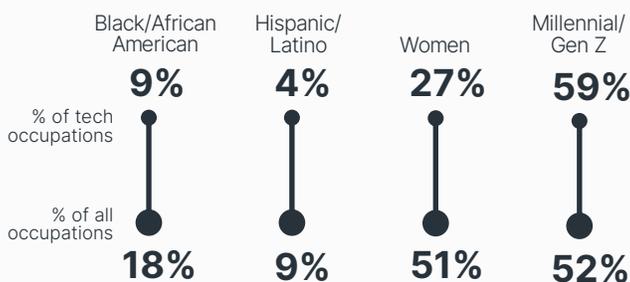
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	37,012	1.6%
IT Support Specialist and Repair Technicians	15,013	-0.1%
Cybersecurity and Systems Engineers	12,051	1.0%
Network, Cloud Engineers, Architects, Admin	10,334	0.4%
Emerging Tech, IT Project Mgt. and Other	9,959	0.8%
Database, Data Science, Analytics and CS	7,069	1.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



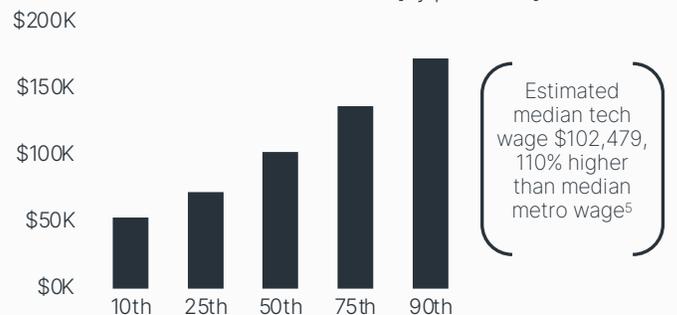
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Phoenix

Full MSA name: Phoenix-Mesa-Chandler, AZ



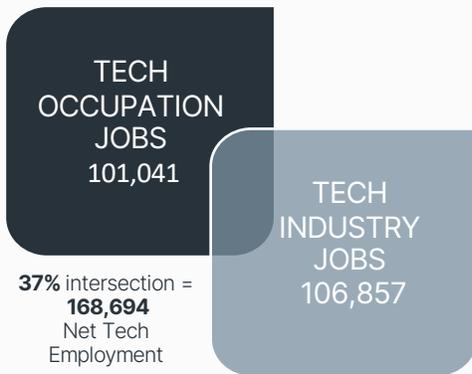
STATE OF TECHNOLOGY SUMMARY

- 168,694 NET TECH EMPLOYMENT¹
- 6.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$30.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9.3% ECONOMIC IMPACT AS A % OF OVERALL
- 9,493 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 50,483 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

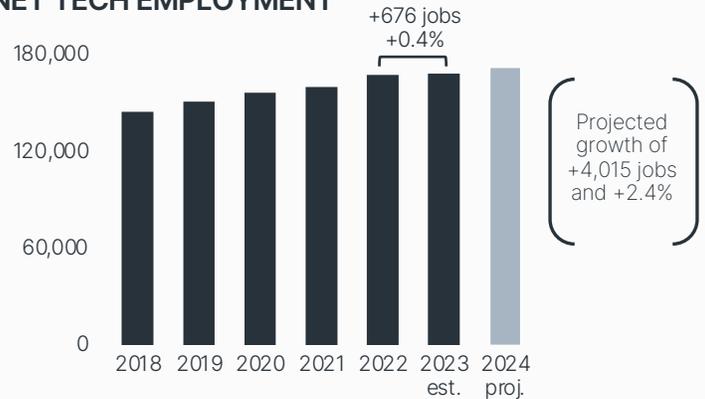
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



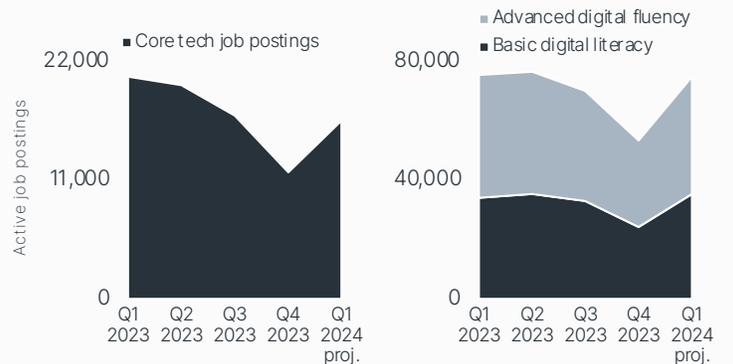
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

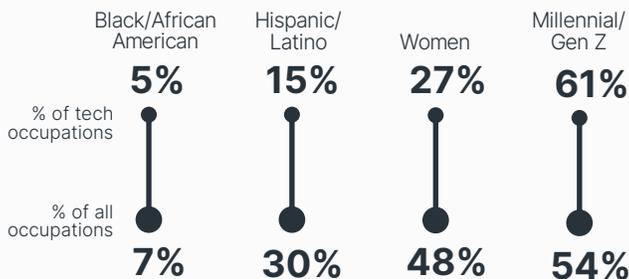
	2023	2024 % Change ³
Software, Programmers, Web and QA	38,413	3.8%
IT Support Specialist and Repair Technicians	18,952	1.6%
Cybersecurity and Systems Engineers	14,862	2.7%
Network, Cloud Engineers, Architects, Admin	9,831	1.8%
Database, Data Science, Analytics and CS	5,088	3.7%
Emerging Tech, IT Project Mgt. and Other	3,837	2.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

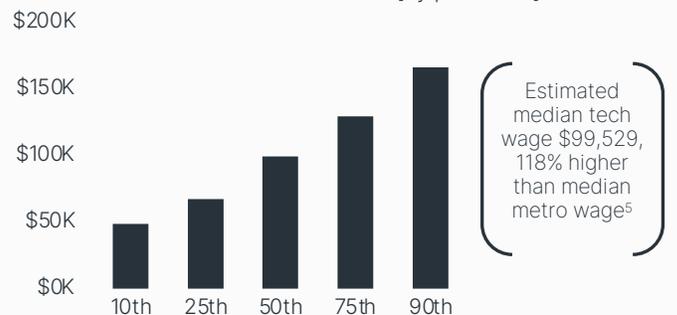


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

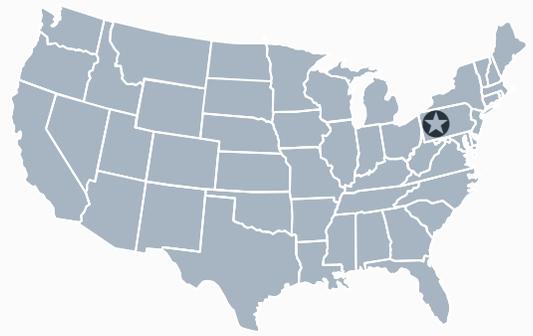


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Pittsburgh

Full MSA name: Pittsburgh, PA



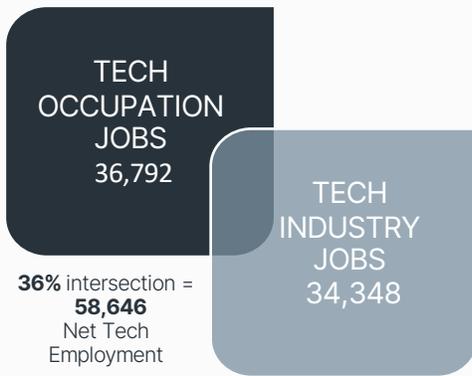
STATE OF TECHNOLOGY SUMMARY

- 58,646 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$11.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.3% ECONOMIC IMPACT AS A % OF OVERALL
- 1,877 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,134 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 24.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

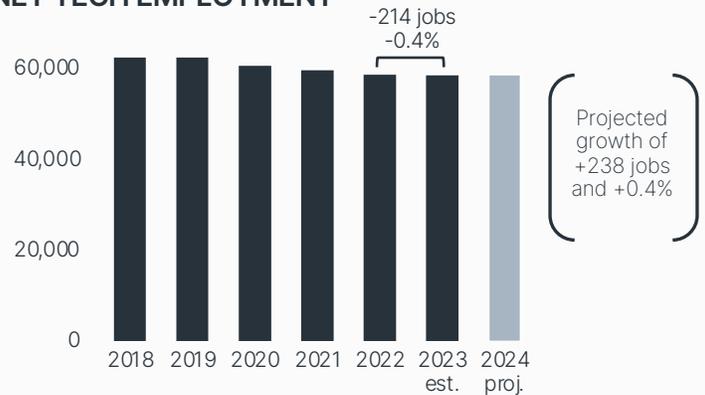
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



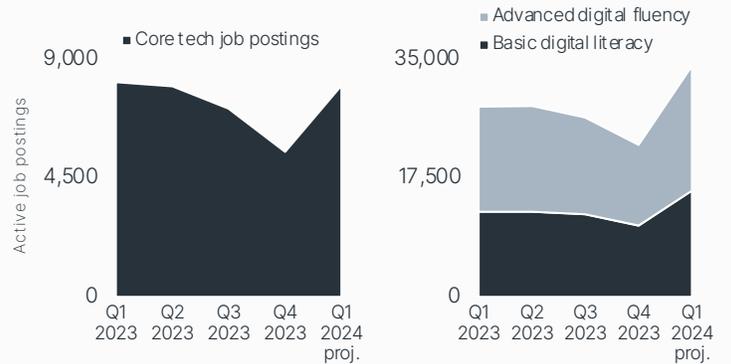
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

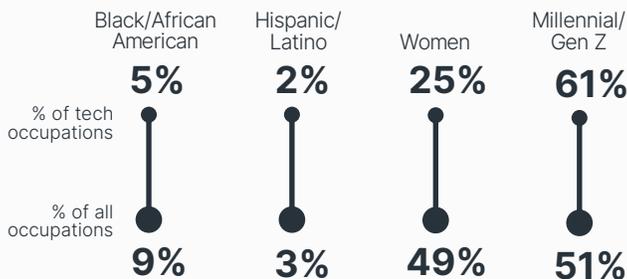
	2023	2024 % Change ³
Software, Programmers, Web and QA	12,011	1.6%
IT Support Specialist and Repair Technicians	5,637	-0.6%
Cybersecurity and Systems Engineers	5,439	0.2%
Network, Cloud Engineers, Architects, Admin	3,837	-0.4%
Emerging Tech, IT Project Mgt. and Other	3,437	0.4%
Database, Data Science, Analytics and CS	2,468	1.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

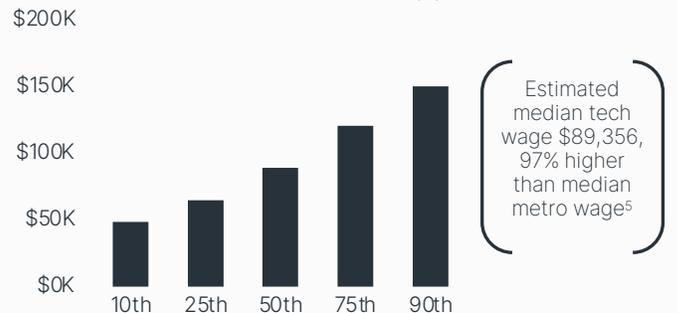


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

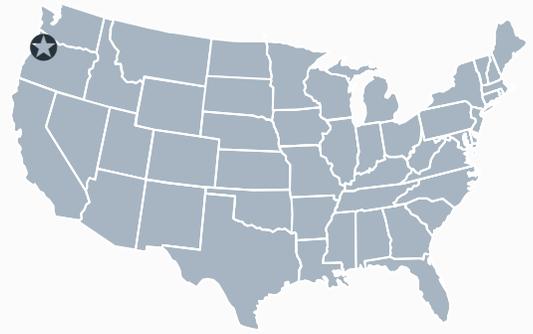


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Portland

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



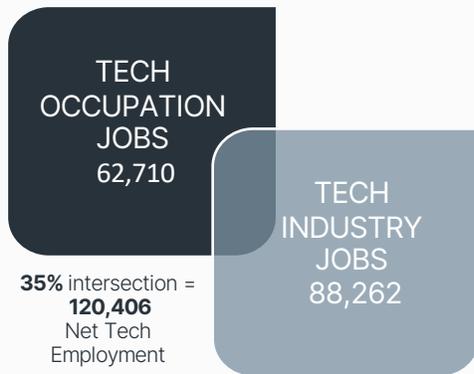
STATE OF TECHNOLOGY SUMMARY

- 120,406 NET TECH EMPLOYMENT¹
- 9.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$27.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 14.7% ECONOMIC IMPACT AS A % OF OVERALL
- 7,343 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,580 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.1% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

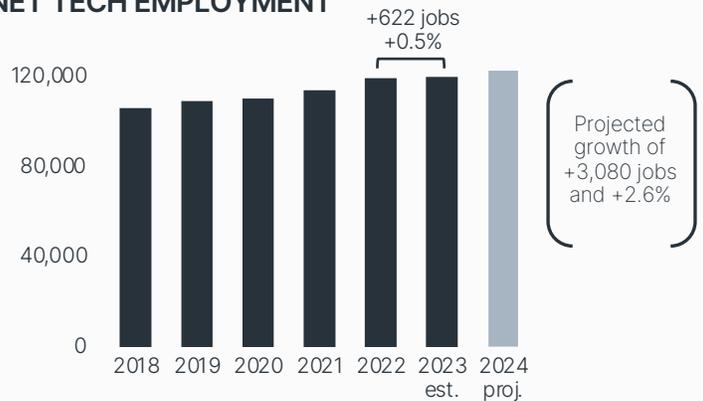
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



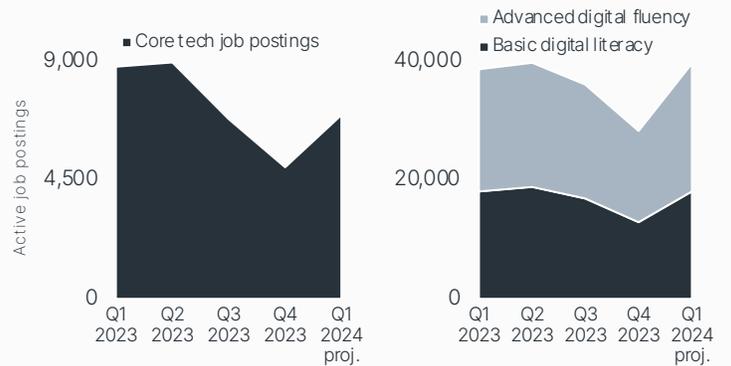
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

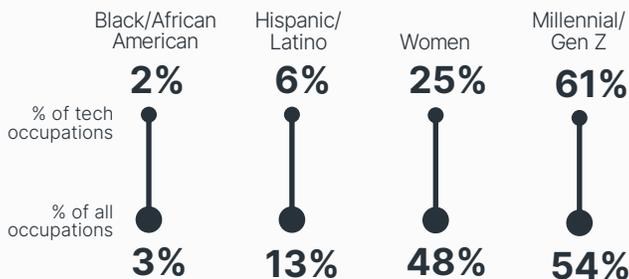
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	23,453	3.2%
IT Support Specialist and Repair Technicians	7,483	1.6%
Network, Cloud Engineers, Architects, Admin	6,143	1.4%
Cybersecurity and Systems Engineers	5,674	2.5%
Emerging Tech, IT Project Mgt. and Other	3,873	2.1%
Database, Data Science, Analytics and CS	3,004	3.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



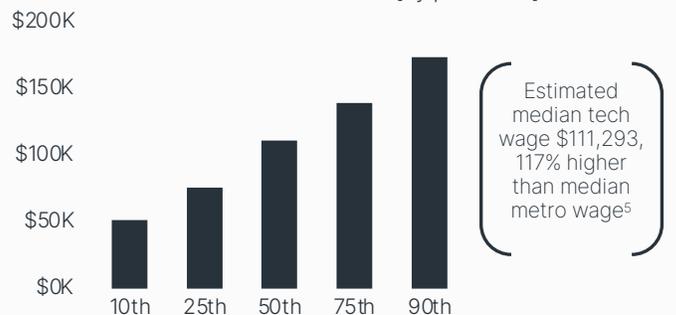
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

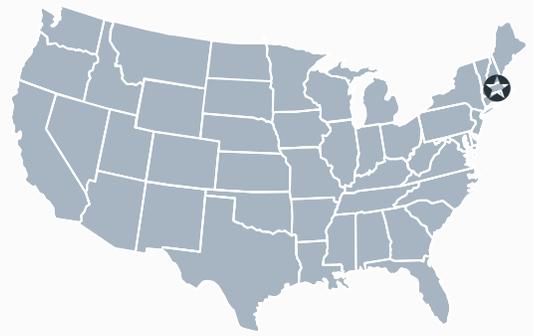
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Providence

Full MSA name: Providence-Warwick, RI-MA



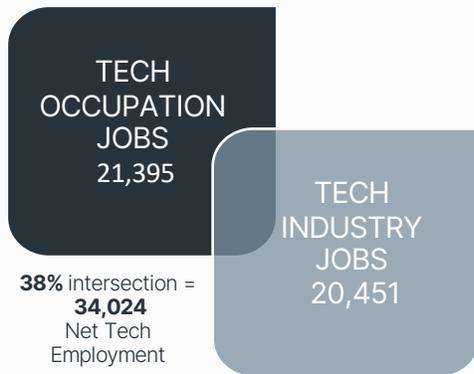
STATE OF TECHNOLOGY SUMMARY

- 34,024 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$5.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.4% ECONOMIC IMPACT AS A % OF OVERALL
- 3,472 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,823 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 28.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

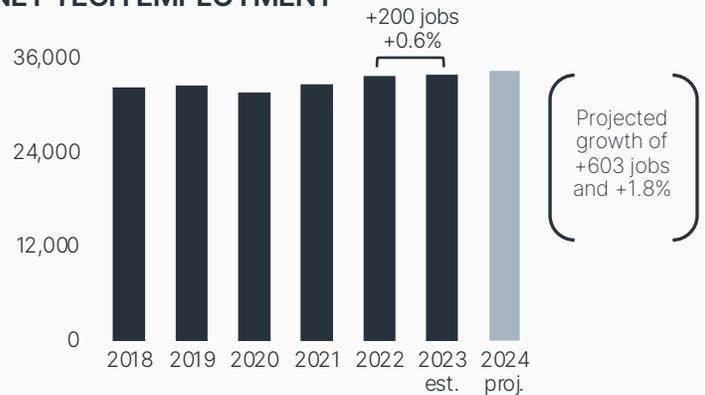
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 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 | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



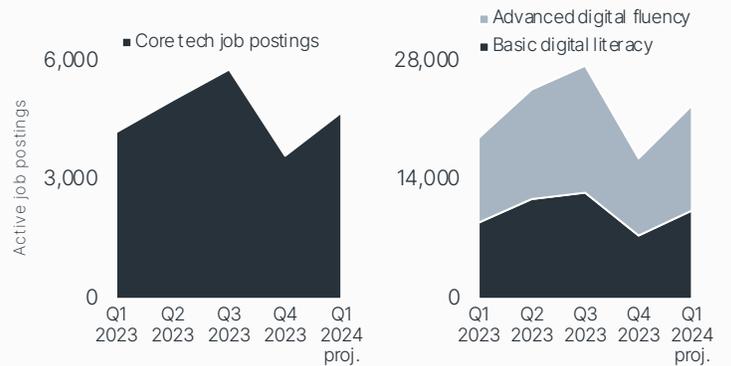
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
Software, Programmers, Web and QA	7,493	2.8%
IT Support Specialist and Repair Technicians	3,247	0.9%
Network, Cloud Engineers, Architects, Admin	3,007	0.9%
Cybersecurity and Systems Engineers	2,784	1.9%
Database, Data Science, Analytics and CS	1,607	3.1%
Emerging Tech, IT Project Mgt. and Other	1,403	2.1%

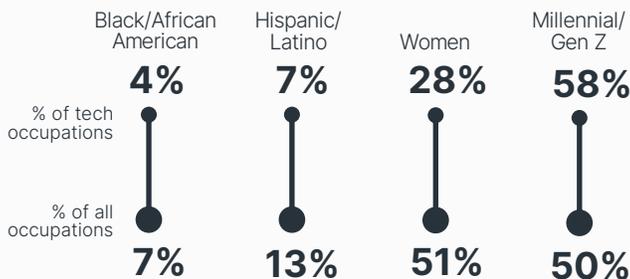
EMPLOYER HIRING INTENT VIA JOB POSTINGS



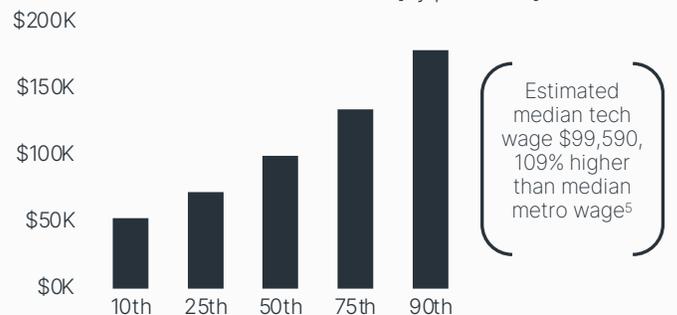
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

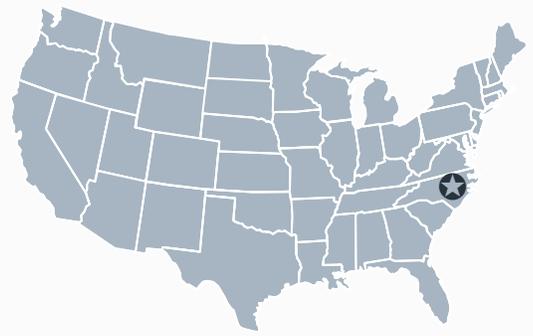


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Raleigh

Full MSA name: Raleigh-Cary, NC



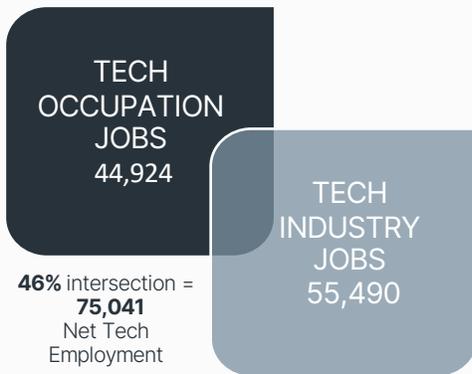
STATE OF TECHNOLOGY SUMMARY

- 75,041 NET TECH EMPLOYMENT¹
- 10.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$17.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 16.1% ECONOMIC IMPACT AS A % OF OVERALL
- 5,499 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,658 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

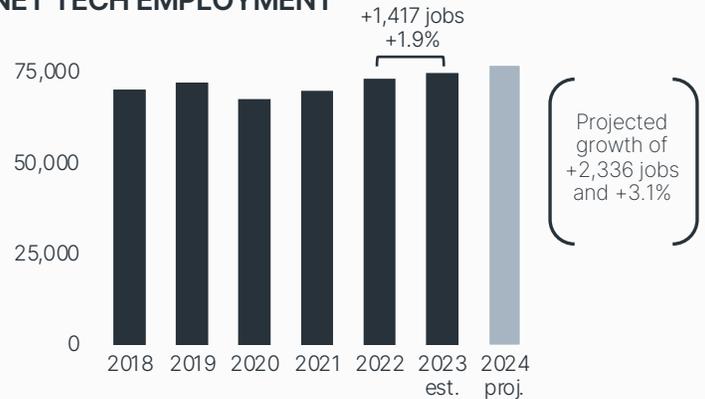
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



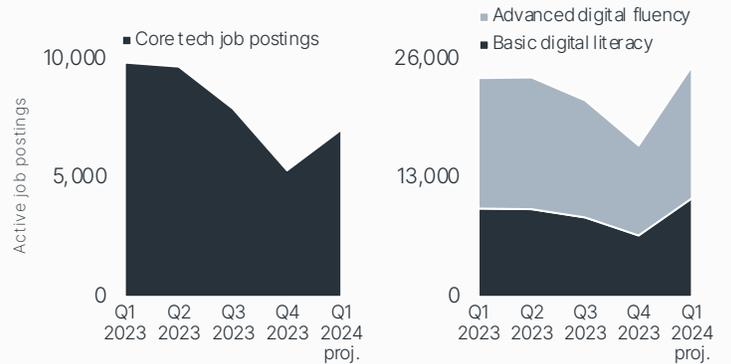
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	20,953	4.7%
Cybersecurity and Systems Engineers	5,961	3.3%
IT Support Specialist and Repair Technicians	5,488	2.6%
Network, Cloud Engineers, Architects, Admin	4,332	2.5%
Database, Data Science, Analytics and CS	1,952	5.2%
Emerging Tech, IT Project Mgt. and Other	1,312	4.8%

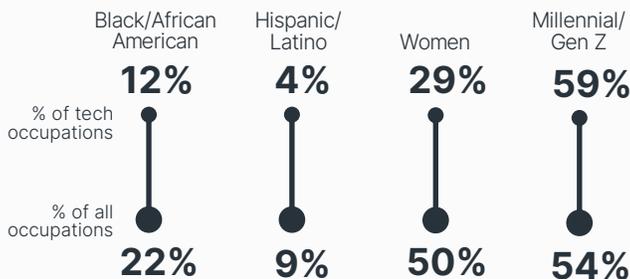
EMPLOYER HIRING INTENT VIA JOB POSTINGS



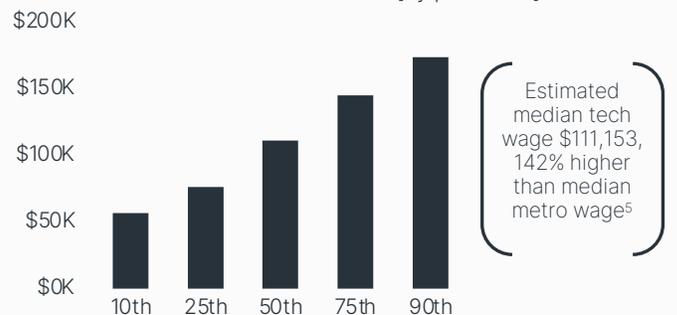
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

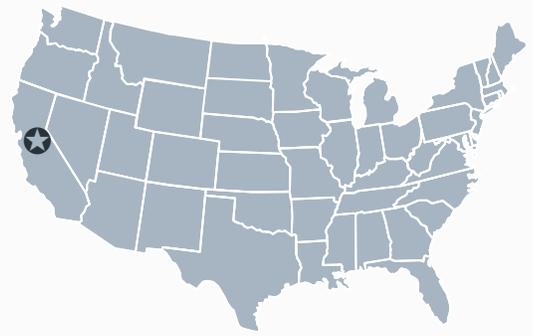


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Sacramento

Full MSA name: Sacramento-Roseville-Folsom, CA



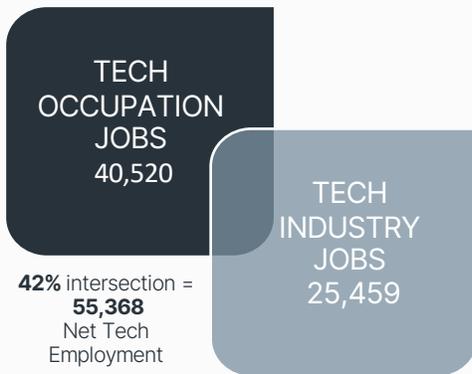
STATE OF TECHNOLOGY SUMMARY

- 55,368 NET TECH EMPLOYMENT¹
- 4.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.1% ECONOMIC IMPACT AS A % OF OVERALL
- 1,978 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,763 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 15.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

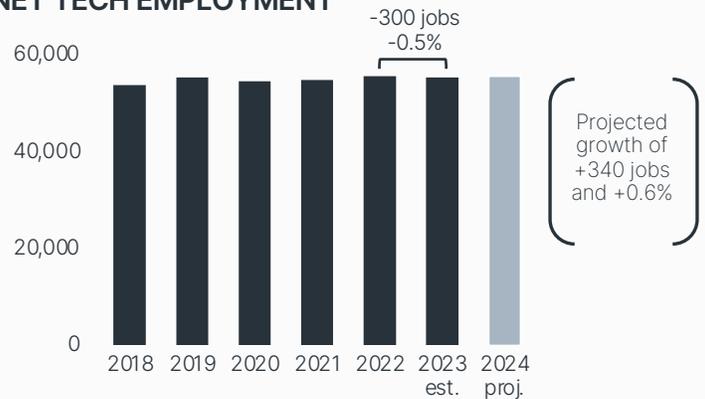
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



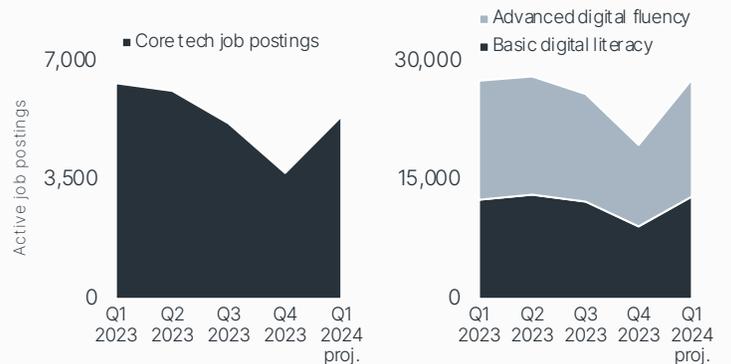
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

	2023	2024 % Change ³
IT Support Specialist and Repair Technicians	13,497	0.3%
Software, Programmers, Web and QA	9,298	2.0%
Network, Cloud Engineers, Architects, Admin	3,698	1.0%
Emerging Tech, IT Project Mgt. and Other	3,185	1.3%
Cybersecurity and Systems Engineers	3,164	2.0%
Database, Data Science, Analytics and CS	2,937	2.7%

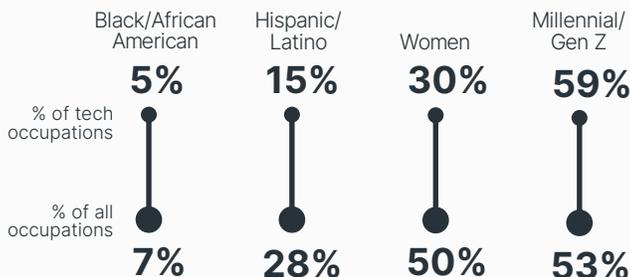
EMPLOYER HIRING INTENT VIA JOB POSTINGS



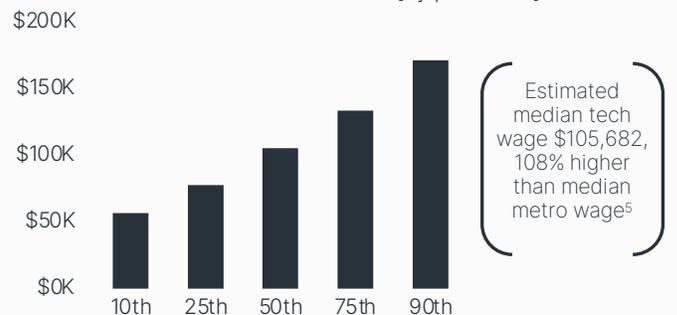
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Salt Lake City

Full MSA name: Salt Lake City, UT



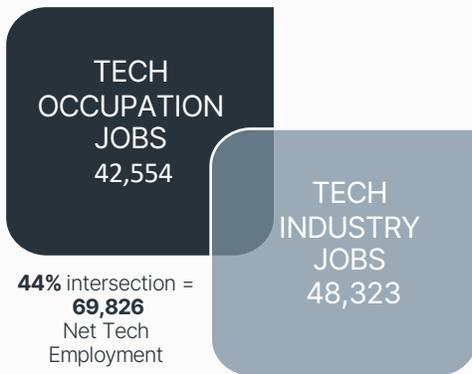
STATE OF TECHNOLOGY SUMMARY

- 69,826 NET TECH EMPLOYMENT¹
- 8.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$12.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.6% ECONOMIC IMPACT AS A % OF OVERALL
- 7,308 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,036 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 17.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

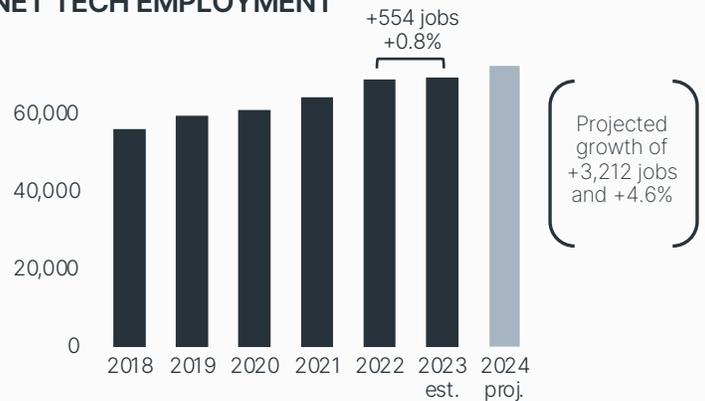
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



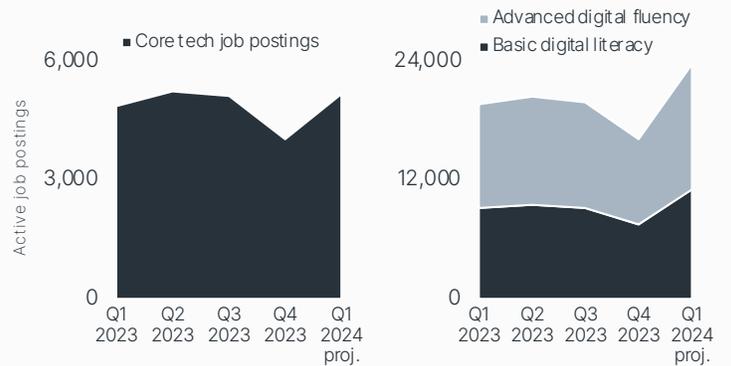
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

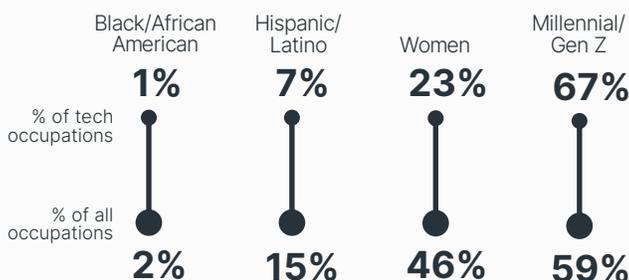
	2023	2024 % Change ³
Software, Programmers, Web and QA	18,251	6.3%
IT Support Specialist and Repair Technicians	6,718	3.6%
Database, Data Science, Analytics and CS	4,457	4.7%
Network, Cloud Engineers, Architects, Admin	3,351	4.7%
Cybersecurity and Systems Engineers	3,274	6.4%
Emerging Tech, IT Project Mgt. and Other	2,517	4.9%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

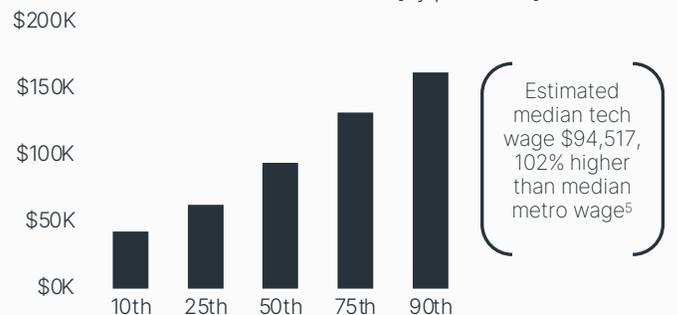


³Projected growth rate for 2024

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]



⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

San Antonio

Full MSA name: San Antonio-New Braunfels, TX



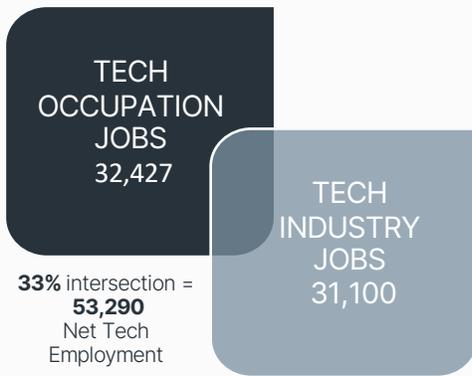
STATE OF TECHNOLOGY SUMMARY

- 53,290 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$6.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4.5% ECONOMIC IMPACT AS A % OF OVERALL
- 2,214 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,325 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14.9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

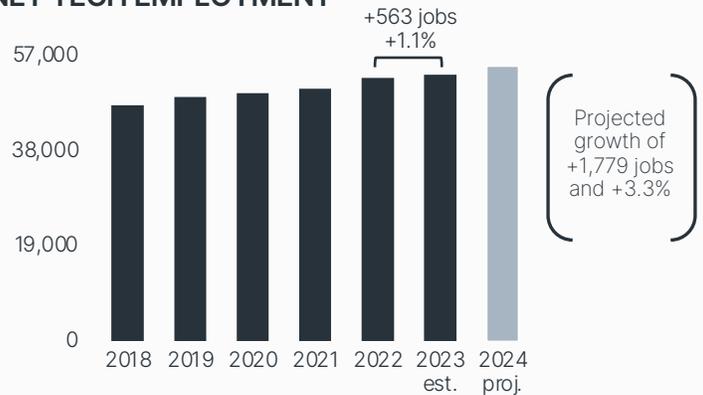
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



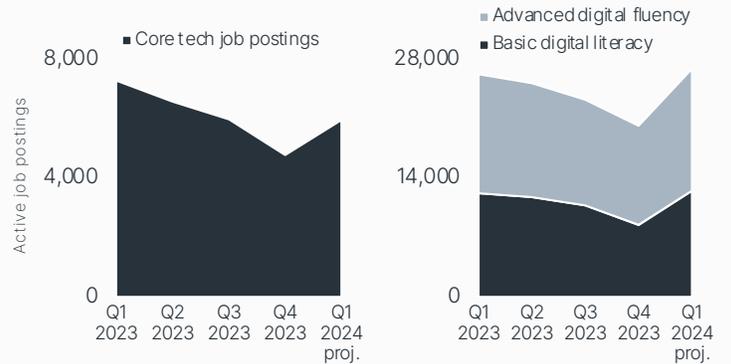
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

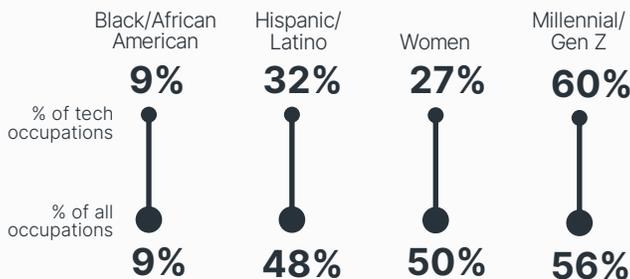
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	7,890	5.3%
IT Support Specialist and Repair Technicians	5,966	2.3%
Emerging Tech, IT Project Mgt. and Other	5,001	2.7%
Cybersecurity and Systems Engineers	4,210	3.8%
Network, Cloud Engineers, Architects, Admin	3,948	2.8%
Database, Data Science, Analytics and CS	1,846	4.3%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

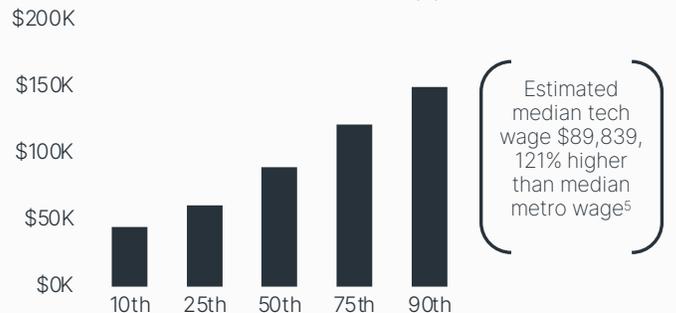


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

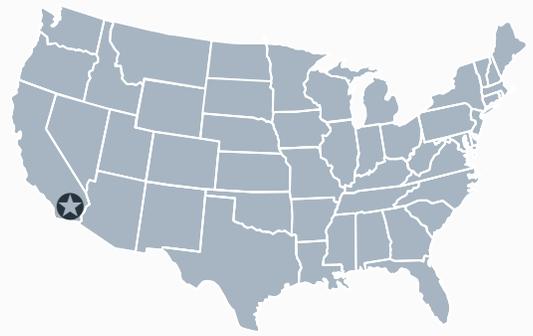


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

San Diego

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



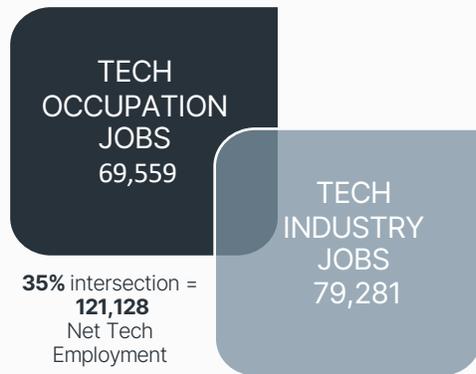
STATE OF TECHNOLOGY SUMMARY

- 121,128 NET TECH EMPLOYMENT¹
- 7.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$28.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10.6% ECONOMIC IMPACT AS A % OF OVERALL
- 4,320 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 33,352 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 23.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

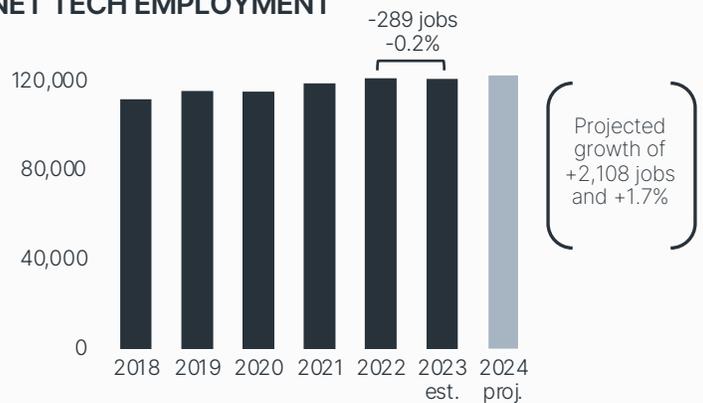
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 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 | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



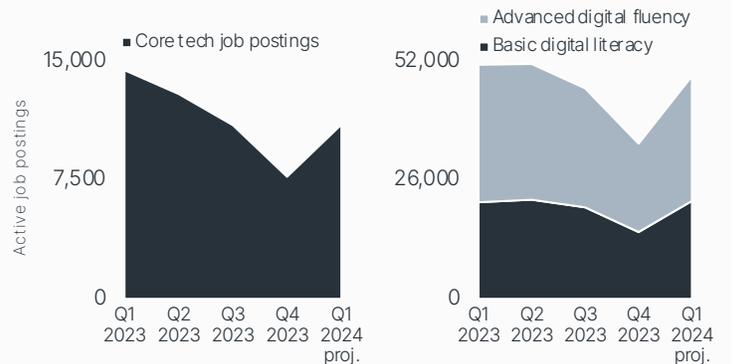
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

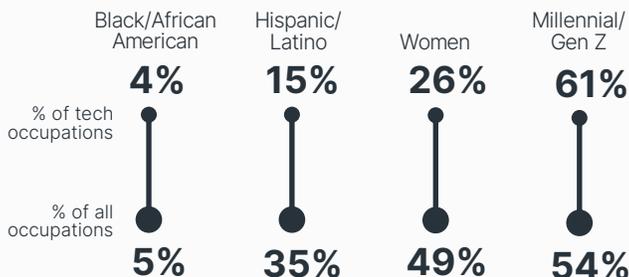
	2023	2024 % Change ³
Software, Programmers, Web and QA	26,668	2.9%
Emerging Tech, IT Project Mgt. and Other	8,028	2.0%
IT Support Specialist and Repair Technicians	6,410	1.3%
Cybersecurity and Systems Engineers	6,296	2.3%
Network, Cloud Engineers, Architects, Admin	6,225	1.4%
Database, Data Science, Analytics and CS	4,061	3.8%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



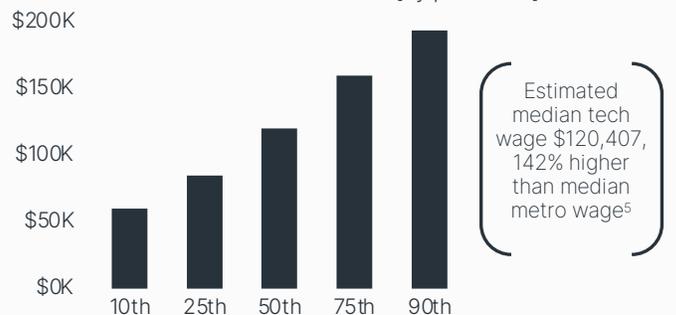
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

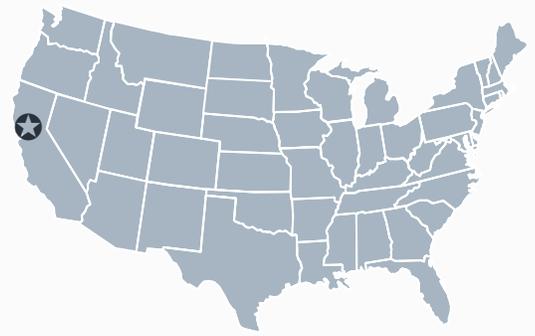
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

San Francisco

Full MSA name: San Francisco-Oakland-Berkeley, CA



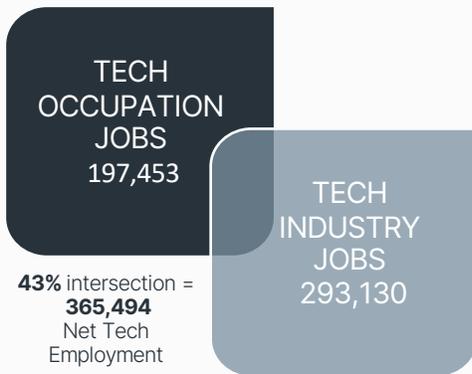
STATE OF TECHNOLOGY SUMMARY

- 365,494 NET TECH EMPLOYMENT¹
- 13.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$186.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 28.1% ECONOMIC IMPACT AS A % OF OVERALL
- 10,570 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 76,366 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 33.5% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

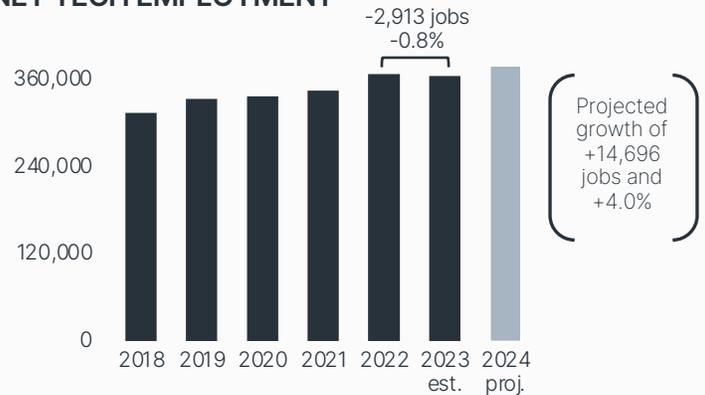
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



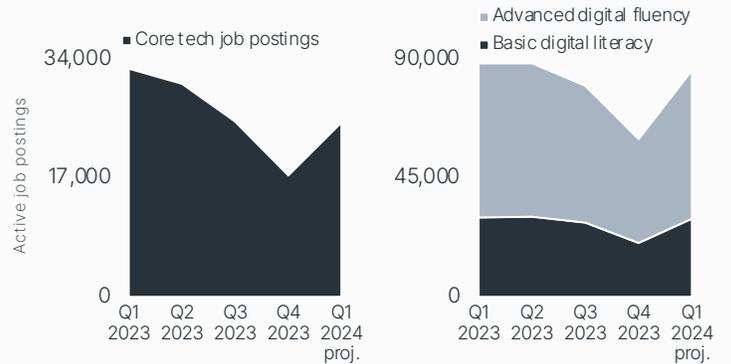
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	90,595	4.8%
Emerging Tech, IT Project Mgt. and Other	18,033	2.5%
Cybersecurity and Systems Engineers	17,223	3.8%
Database, Data Science, Analytics and CS	14,076	4.9%
Network, Cloud Engineers, Architects, Admin	13,875	3.1%
IT Support Specialist and Repair Technicians	13,705	3.1%

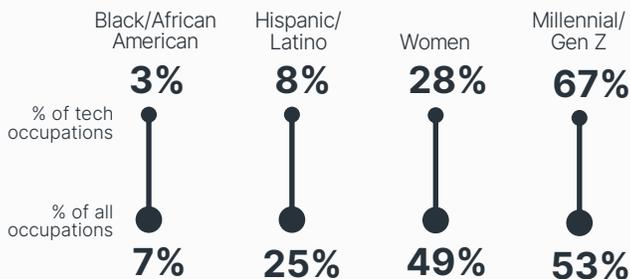
EMPLOYER HIRING INTENT VIA JOB POSTINGS



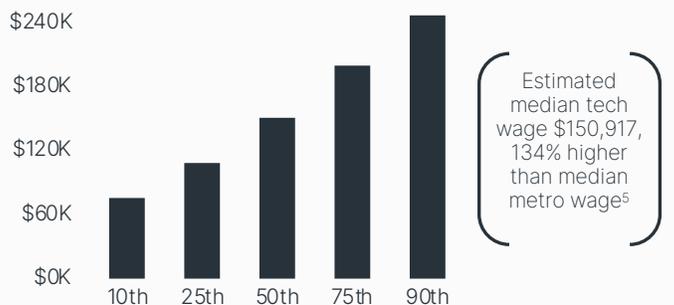
³Projected growth rate for 2024

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

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

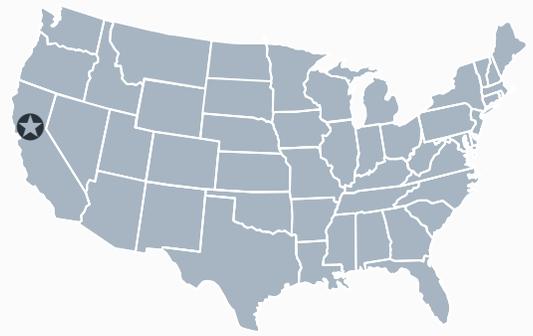


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

San Jose

Full MSA name: San Jose-Sunnyvale-Santa Clara, CA



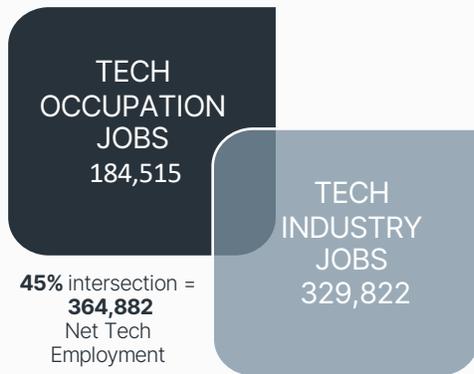
STATE OF TECHNOLOGY SUMMARY

- 364,882 NET TECH EMPLOYMENT¹
- 30.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$200.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 54.5% ECONOMIC IMPACT AS A % OF OVERALL
- 6,407 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 59,863 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 35.3% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

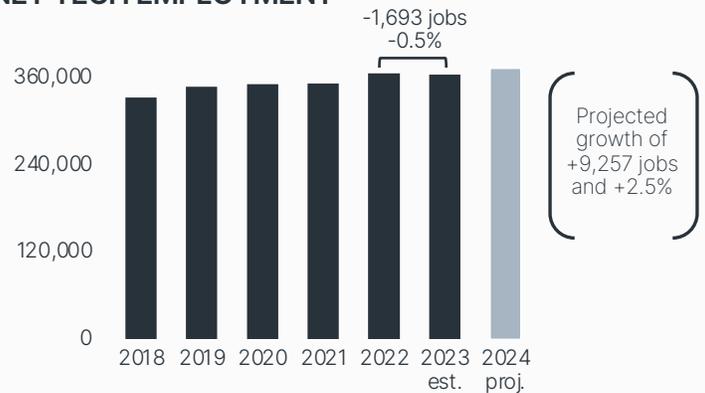
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



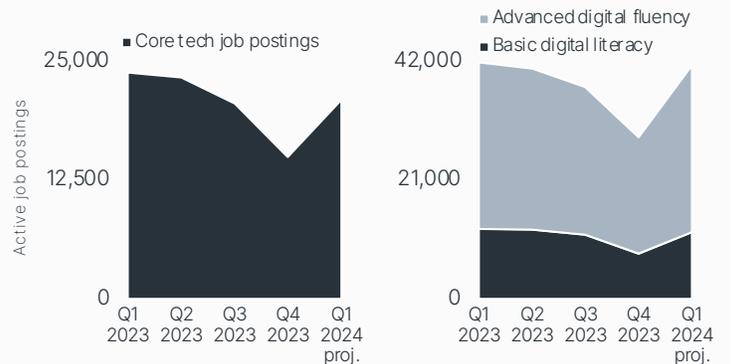
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

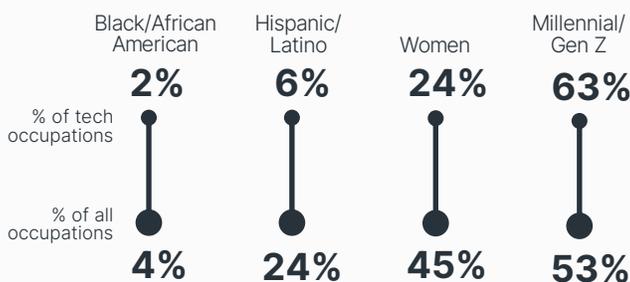
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	100,694	3.3%
Emerging Tech, IT Project Mgt. and Other	14,733	1.8%
Cybersecurity and Systems Engineers	12,888	3.2%
Network, Cloud Engineers, Architects, Admin	8,968	2.5%
Database, Data Science, Analytics and CS	8,624	3.6%
IT Support Specialist and Repair Technicians	8,611	2.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



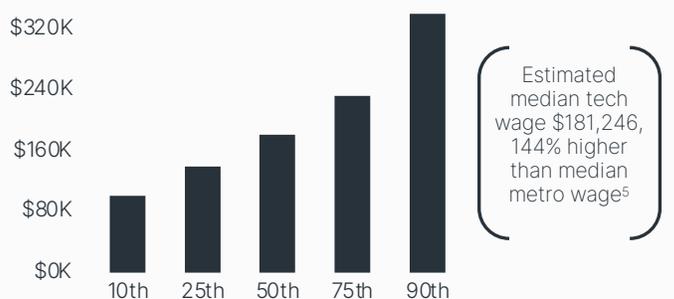
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

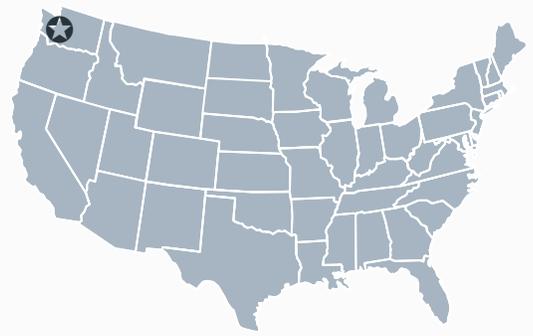
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Seattle

Full MSA name: Seattle-Tacoma-Bellevue, WA



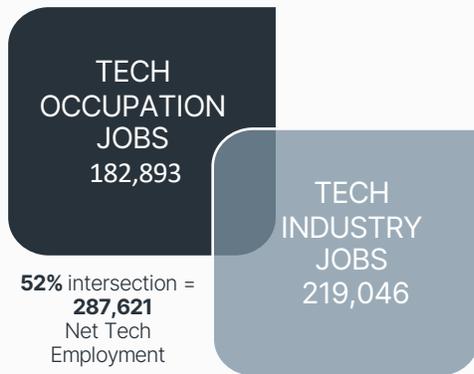
STATE OF TECHNOLOGY SUMMARY

- 287,621 NET TECH EMPLOYMENT¹
- 13.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$134.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 29.1% ECONOMIC IMPACT AS A % OF OVERALL
- 13,322 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 50,579 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 30.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

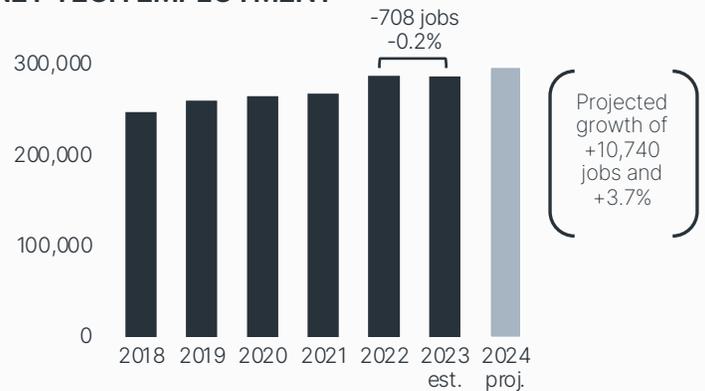
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



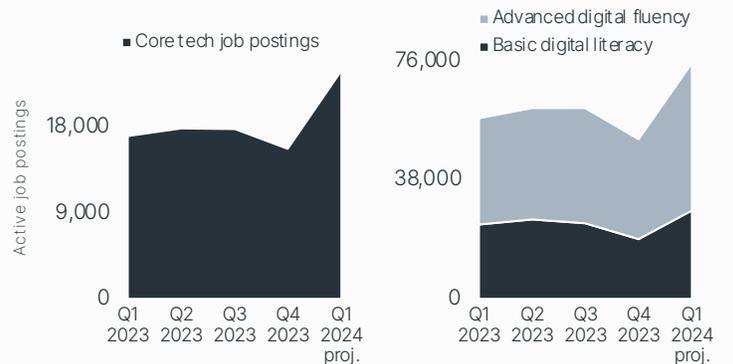
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

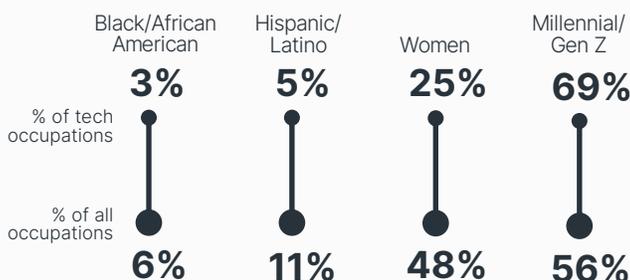
Occupation	2023	2024 % Change ³
Software, Programmers, Web and QA	105,477	4.3%
Cybersecurity and Systems Engineers	18,005	5.1%
IT Support Specialist and Repair Technicians	15,576	3.2%
Network, Cloud Engineers, Architects, Admin	11,341	4.2%
Emerging Tech, IT Project Mgt. and Other	10,657	3.4%
Database, Data Science, Analytics and CS	8,751	5.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



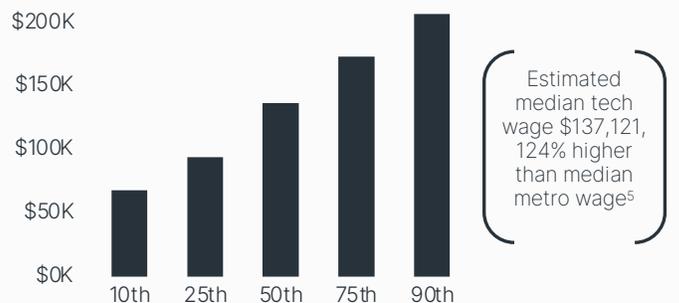
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

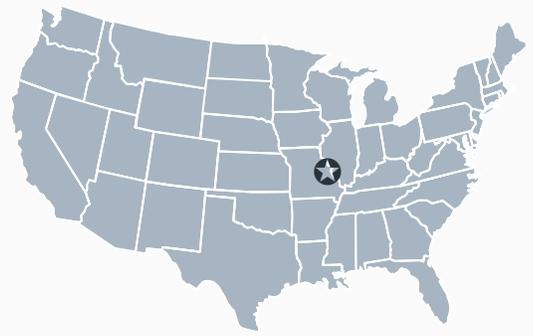
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

St. Louis

Full MSA name: St. Louis, MO-IL



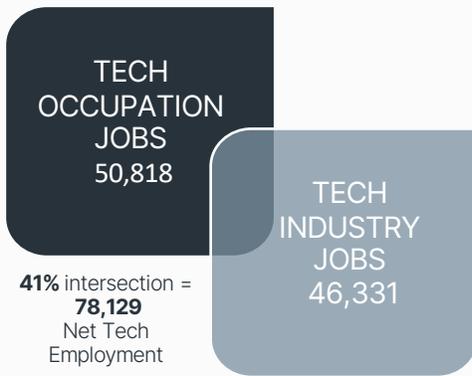
STATE OF TECHNOLOGY SUMMARY

- 78,129 NET TECH EMPLOYMENT¹
- 5.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$14.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7.4% ECONOMIC IMPACT AS A % OF OVERALL
- 2,895 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 30,339 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14.6% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

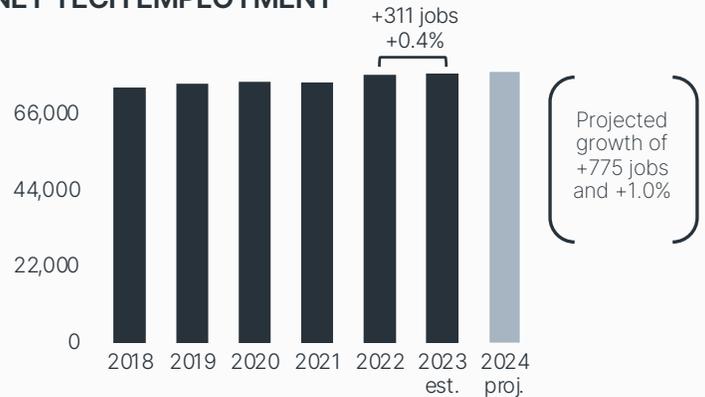
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



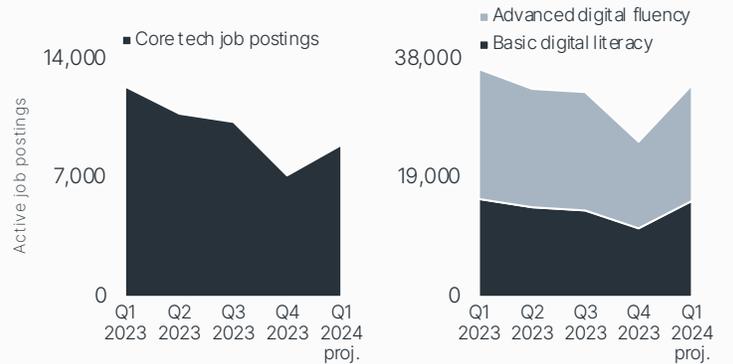
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

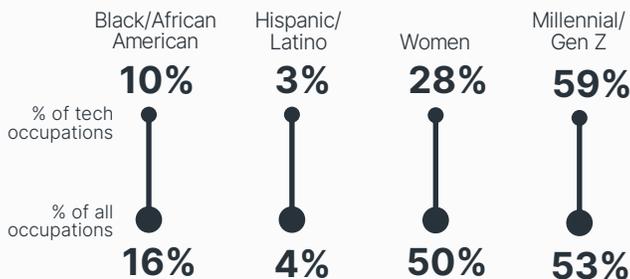
	2023	2024 % Change ³
Software, Programmers, Web and QA	16,533	2.4%
Network, Cloud Engineers, Architects, Admin	7,902	-0.2%
IT Support Specialist and Repair Technicians	6,919	0.4%
Cybersecurity and Systems Engineers	6,770	1.1%
Emerging Tech, IT Project Mgt. and Other	4,058	0.9%
Database, Data Science, Analytics and CS	3,801	2.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

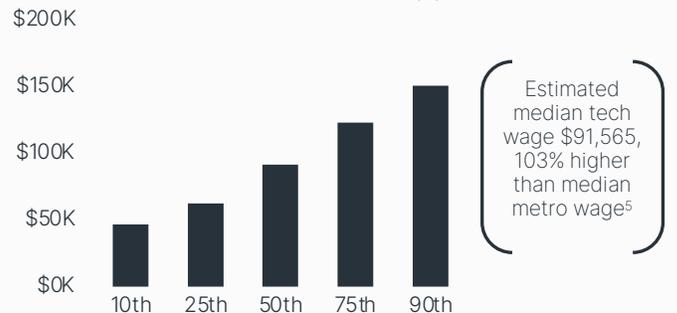


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

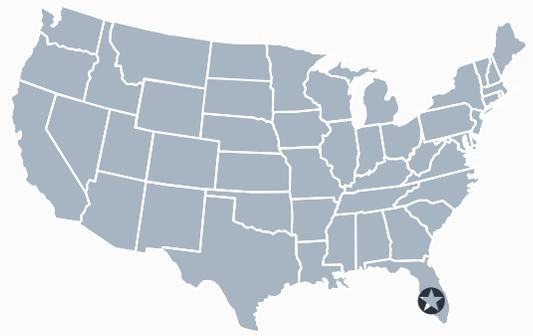


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Tampa

Full MSA name: Tampa-St. Petersburg-Clearwater, FL



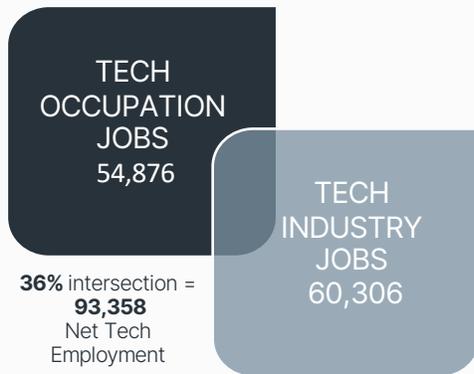
STATE OF TECHNOLOGY SUMMARY

- 93,358 NET TECH EMPLOYMENT¹
- 6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$17.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8.5% ECONOMIC IMPACT AS A % OF OVERALL
- 5,841 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 30,758 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 16.2% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

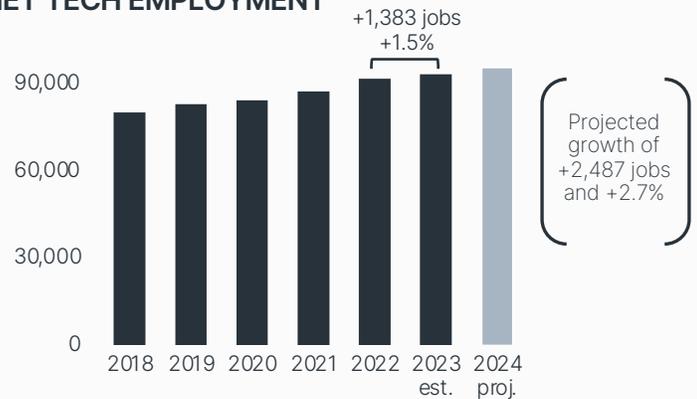
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



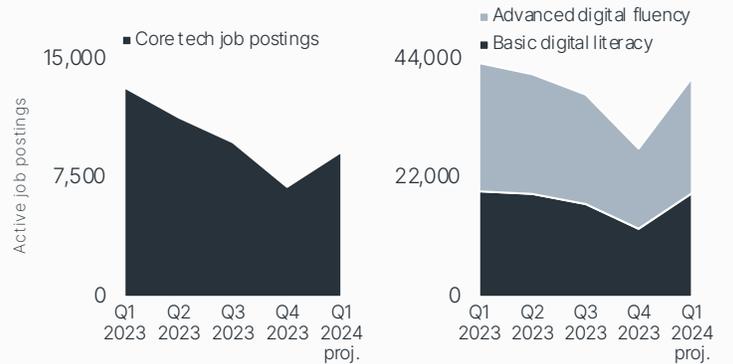
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

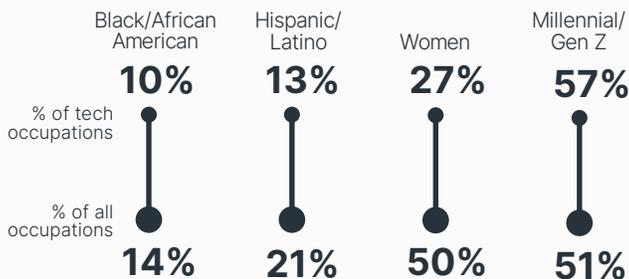
	2023	2024 % Change ³
Software, Programmers, Web and QA	18,563	4.4%
IT Support Specialist and Repair Technicians	9,009	1.8%
Cybersecurity and Systems Engineers	8,084	3.4%
Network, Cloud Engineers, Architects, Admin	6,935	2.1%
Emerging Tech, IT Project Mgt. and Other	4,371	2.7%
Database, Data Science, Analytics and CS	3,166	4.2%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



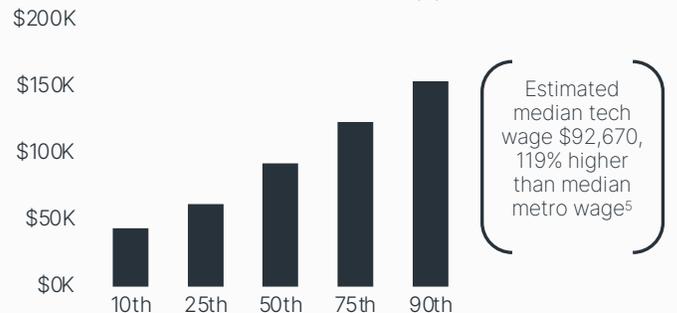
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

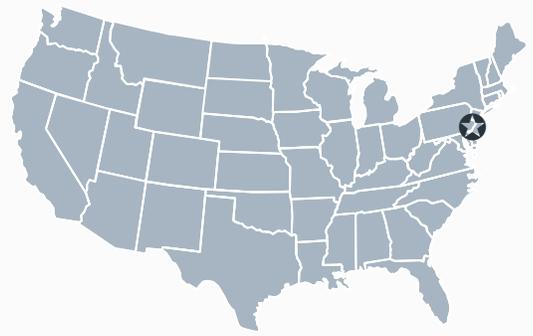
TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

Trenton

Full MSA name: Trenton-Princeton, NJ



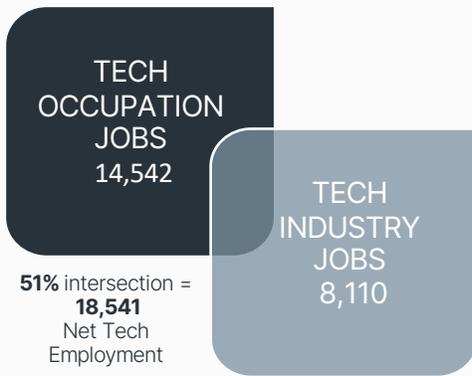
STATE OF TECHNOLOGY SUMMARY

- 18,541 NET TECH EMPLOYMENT¹
- 6.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$2.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5.9% ECONOMIC IMPACT AS A % OF OVERALL
- 765 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,960 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 20.4% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

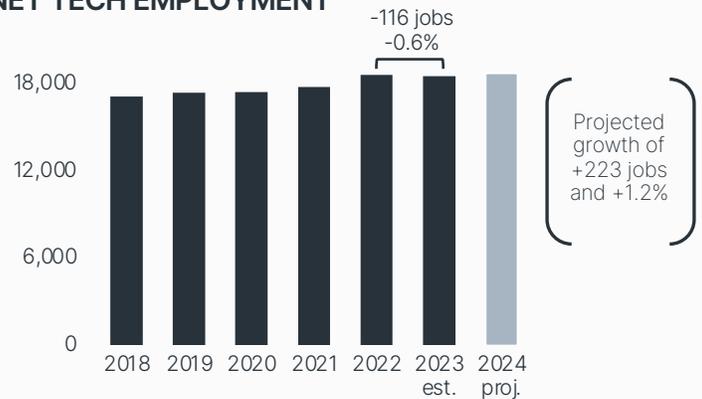
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



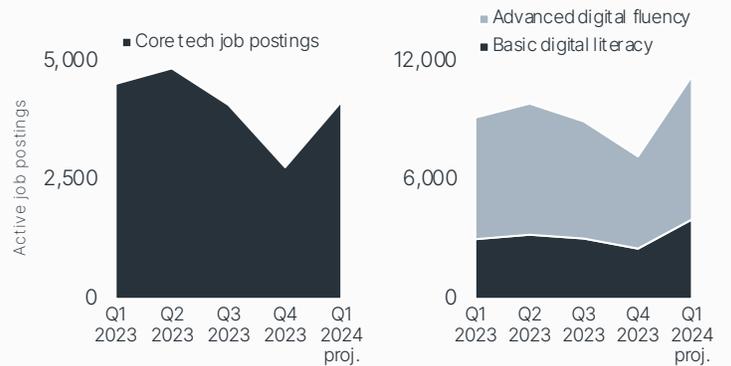
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

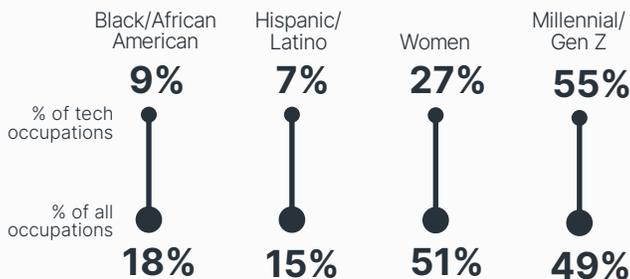
	2023	2024 % Change ³
Software, Programmers, Web and QA	5,785	2.3%
Network, Cloud Engineers, Architects, Admin	1,697	1.0%
Cybersecurity and Systems Engineers	1,663	2.2%
IT Support Specialist and Repair Technicians	1,650	1.5%
Database, Data Science, Analytics and CS	950	2.7%
Emerging Tech, IT Project Mgt. and Other	919	1.7%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

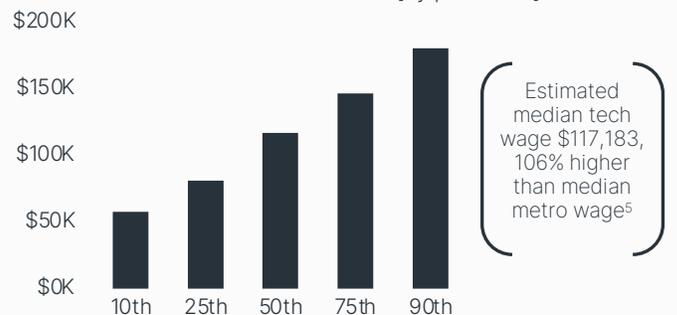


CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



TECH OCCUPATION WAGES [by percentile]

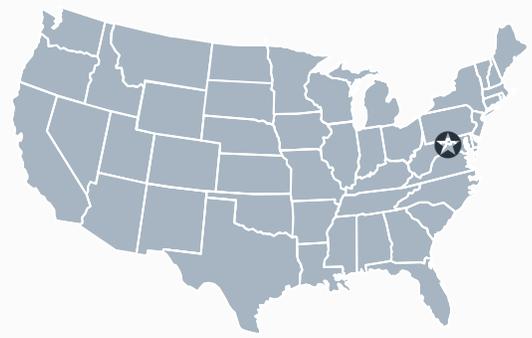


⁴See Appendix for methodology notes and additional demographic characteristics data

⁵2022 data | most recent available

Washington D.C.

Full MSA name: Washington-Arlington-Alexandria, DC-VA-MD-WV



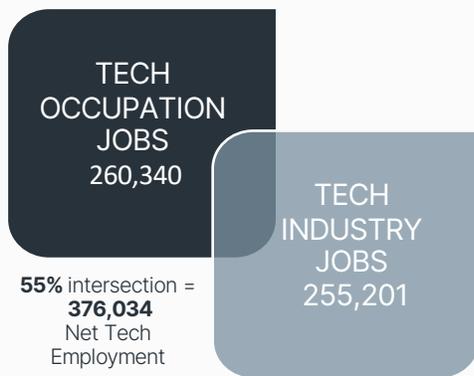
STATE OF TECHNOLOGY SUMMARY

- 376,034 NET TECH EMPLOYMENT¹
- 11.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- \$78.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13.2% ECONOMIC IMPACT AS A % OF OVERALL
- 23,480 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 200,084 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 19.7% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

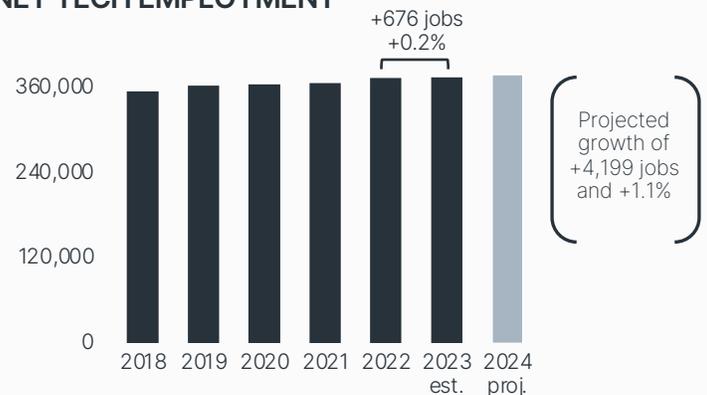
QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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



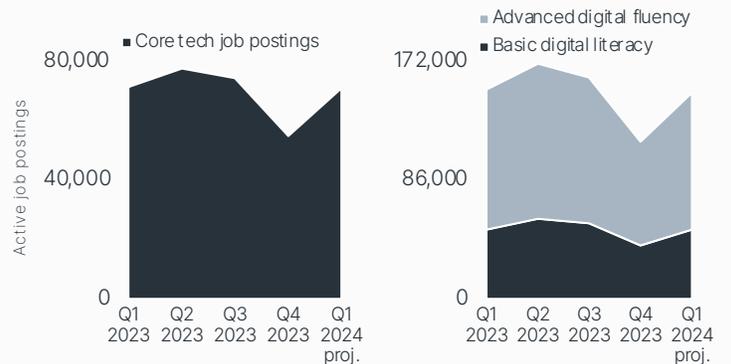
NET TECH EMPLOYMENT



LEADING TECH OCCUPATIONS

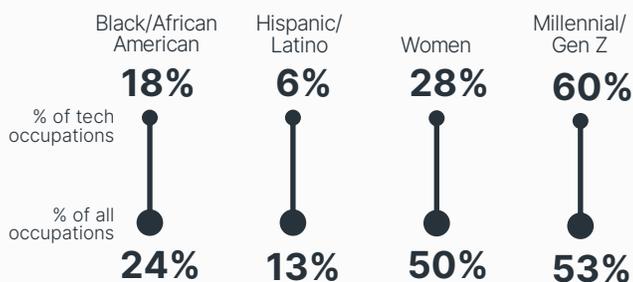
	2023	2024 % Change ³
Software, Programmers, Web and QA	92,957	2.1%
Emerging Tech, IT Project Mgt. and Other	38,230	1.4%
Cybersecurity and Systems Engineers	36,905	1.9%
Network, Cloud Engineers, Architects, Admin	30,394	0.2%
IT Support Specialist and Repair Technicians	20,233	1.0%
Database, Data Science, Analytics and CS	19,621	2.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



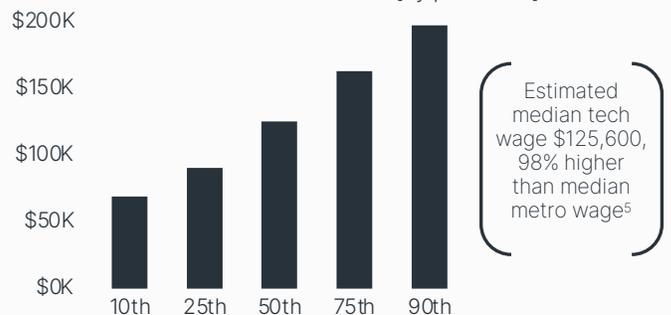
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TECH WORKFORCE CHARACTERISTICS⁴



⁴See Appendix for methodology notes and additional demographic characteristics data

TECH OCCUPATION WAGES [by percentile]



⁵2022 data | most recent available

APPENDIX TABLES – A NET TECH EMPLOYMENT

NET TECH EMPLOYMENT TRENDING BY STATE

For an explanation of the net tech employment calculation, see page 5

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023 est.</u>	<u>2024 proj.</u>
United States	8,401,728	8,627,756	8,676,560	8,942,026	9,503,464	9,620,582	9,920,976
Alabama	80,909	82,319	83,159	86,151	91,894	93,600	95,959
Alaska	10,054	9,911	9,904	9,714	9,913	9,912	10,080
Arizona	177,633	185,846	191,678	197,783	210,054	212,045	218,137
Arkansas	37,476	37,817	38,457	39,293	42,137	43,356	44,804
California	1,373,807	1,421,995	1,423,412	1,457,006	1,533,084	1,533,554	1,574,635
Colorado	223,381	230,394	233,239	241,070	257,430	260,032	269,144
Connecticut	97,124	96,534	94,889	95,853	99,824	100,505	101,835
Delaware	23,776	23,912	23,597	24,005	25,029	25,335	25,683
District of Columbia	68,371	71,007	72,108	71,830	72,905	72,305	73,491
Florida	418,735	435,642	445,071	473,531	518,535	532,760	552,995
Georgia	272,196	277,023	277,601	287,630	308,141	312,010	322,646
Hawaii	20,125	20,039	19,084	20,183	21,657	22,002	22,453
Idaho	35,606	36,461	36,579	38,866	41,235	42,087	43,810
Illinois	315,498	319,819	313,822	316,981	334,933	337,272	344,622
Indiana	108,344	110,388	110,383	113,844	119,976	121,668	125,248
Iowa	64,758	65,765	64,709	64,543	67,013	67,644	69,128
Kansas	61,504	61,746	64,251	64,755	69,263	70,850	72,750
Kentucky	63,845	63,368	63,244	64,508	68,955	69,964	71,646
Louisiana	46,444	46,888	46,450	47,928	51,201	52,323	54,057
Maine	22,644	22,914	22,784	24,108	26,370	26,595	27,513
Maryland	207,967	212,854	212,045	218,292	226,205	228,266	233,662
Massachusetts	301,616	309,476	305,419	311,182	320,183	319,989	327,880
Michigan	199,060	200,359	194,368	201,146	212,100	215,074	220,314
Minnesota	185,649	186,082	182,846	183,265	187,350	189,182	191,995
Mississippi	26,102	26,605	27,021	27,910	29,618	30,166	31,322
Missouri	147,704	149,964	151,273	155,035	160,523	161,156	164,718
Montana	15,344	15,375	15,799	16,560	17,343	17,880	18,593
Nebraska	49,580	50,447	51,440	53,100	54,687	54,763	55,845
Nevada	41,861	43,561	42,659	46,353	52,573	53,978	56,566
New Hampshire	52,592	53,514	53,483	55,191	58,519	59,084	60,725
New Jersey	253,602	255,154	253,035	265,988	282,220	285,751	293,283
New Mexico	32,039	33,467	34,338	35,776	38,080	38,901	39,776
New York	516,762	524,223	519,656	527,778	566,227	574,225	595,814
North Carolina	259,081	266,844	274,097	287,842	301,268	308,540	320,218
North Dakota	12,609	13,128	13,108	13,481	14,252	14,117	14,407
Ohio	252,010	254,808	253,152	257,753	266,406	268,976	275,594
Oklahoma	55,961	57,058	57,830	58,775	61,406	63,128	64,616
Oregon	124,726	128,498	129,994	135,215	142,912	144,085	148,128
Pennsylvania	279,812	286,454	283,484	292,373	310,150	313,152	321,564
Rhode Island	25,986	26,477	26,065	27,537	28,539	28,626	29,283
South Carolina	78,357	80,869	82,233	85,172	93,731	96,249	100,730
South Dakota	14,298	14,742	15,126	15,526	16,452	16,648	17,232
Tennessee	107,138	110,594	115,998	122,686	138,557	142,068	148,685
Texas	727,842	764,514	790,202	826,309	910,319	936,296	980,414
Utah	102,378	108,359	112,094	118,374	126,528	126,592	132,901
Vermont	16,534	16,635	15,955	16,378	17,116	17,466	17,756
Virginia	337,456	347,073	352,779	359,260	375,966	379,451	388,017
Washington	296,494	310,406	316,898	324,969	354,626	358,616	373,821
West Virginia	18,739	18,745	18,642	19,276	20,774	21,458	22,348
Wisconsin	134,537	135,942	135,544	137,800	142,527	144,011	146,922
Wyoming	5,755	5,837	5,745	6,053	6,641	6,863	7,210

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

NET TECH EMPLOYMENT TRENDING BY METRO

For an explanation of the net tech employment calculation, see page 5

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023 est.</u>	<u>2024 proj.</u>
United States	8,401,728	8,627,756	8,676,560	8,942,026	9,503,464	9,620,582	9,920,976
Albuquerque	20,534	21,211	21,437	21,778	22,898	23,276	23,596
Atlanta	209,965	215,036	214,425	217,589	227,821	229,584	235,268
Austin	135,358	144,514	151,594	157,572	176,248	180,507	190,186
Baltimore	100,820	103,080	103,411	104,078	104,423	104,838	106,852
Boise	23,384	23,737	23,506	24,048	25,387	25,749	26,592
Boston	262,166	269,471	266,245	266,780	270,775	268,934	274,023
Buffalo	24,205	23,689	22,550	22,815	23,981	24,550	25,255
Charleston	17,654	17,614	17,890	17,759	19,162	19,588	20,468
Charlotte	79,401	79,943	83,419	85,263	89,246	90,859	93,806
Chicago	245,968	248,120	241,768	238,965	246,517	245,800	247,935
Columbus	62,389	62,576	61,552	61,493	62,155	62,144	62,806
Cleveland	51,133	51,580	51,170	51,858	52,708	52,318	53,085
Colorado Springs	24,946	25,114	25,405	26,180	27,954	28,466	29,201
Dallas	287,379	301,240	310,364	324,080	349,631	360,322	375,540
Denver	139,004	143,259	145,355	149,931	159,015	160,057	165,731
Des Moines	23,455	23,559	23,850	23,851	24,681	24,908	25,359
Detroit	105,625	105,752	101,799	101,851	104,124	103,896	104,172
Hartford	37,716	38,106	37,812	37,253	38,165	38,515	38,979
Houston	131,320	136,620	137,780	140,676	149,152	152,084	155,660
Huntsville	25,469	26,448	27,081	27,489	28,542	28,683	29,135
Indianapolis	52,047	53,706	53,438	53,706	54,958	55,585	56,990
Kansas City	71,823	72,720	75,261	74,891	76,827	77,699	78,927
Las Vegas	29,085	30,111	28,892	30,901	35,167	35,954	37,577
Los Angeles	365,877	372,869	366,033	368,539	376,955	375,831	378,427
Memphis	18,283	18,590	19,173	19,669	21,009	21,045	21,450
Miami	113,398	116,927	116,436	122,059	132,847	135,965	139,644
Milwaukee	46,989	46,553	44,925	44,842	44,916	44,349	44,084
Minneapolis	149,976	150,130	147,778	146,168	146,623	147,088	148,204
Nashville	45,996	48,578	50,643	51,876	58,546	60,502	63,391
New Orleans	14,780	15,501	15,709	15,968	17,456	17,760	18,261
New York City	533,740	545,154	542,142	549,565	585,879	594,191	613,861
Oklahoma City	25,019	25,137	25,355	25,603	27,311	28,211	28,722
Omaha	30,780	30,956	31,357	31,767	31,676	31,085	31,174
Orlando	64,416	65,592	65,152	67,509	71,942	73,922	76,085
Philadelphia	155,318	158,092	157,334	154,522	158,476	157,986	159,251
Phoenix	145,009	151,289	156,659	160,193	168,018	168,694	172,709
Pittsburgh	62,564	62,640	60,803	59,768	58,860	58,646	58,884
Portland	106,453	109,613	110,652	114,225	119,784	120,406	123,486
Providence	32,380	32,648	31,776	32,783	33,824	34,024	34,627
Raleigh	70,469	72,432	67,960	70,221	73,624	75,041	77,377
Sacramento	53,849	55,444	54,677	54,954	55,669	55,368	55,709
Salt Lake City	56,440	59,834	61,401	64,614	69,272	69,826	73,038
San Antonio	47,249	48,909	49,618	50,578	52,728	53,290	55,069
San Diego	112,140	115,797	115,367	119,129	121,418	121,128	123,237
San Francisco	315,488	334,141	337,971	345,502	368,407	365,494	380,190
San Jose	333,891	348,518	351,523	352,752	366,574	364,882	374,138
Seattle	248,251	260,871	266,359	269,109	288,329	287,621	298,361
St. Louis	74,122	75,192	75,731	75,557	77,818	78,129	78,905
Tampa	80,310	83,167	84,441	87,519	91,975	93,358	95,845
Trenton	17,137	17,408	17,474	17,817	18,658	18,541	18,764
Washington DC	355,920	363,985	366,221	367,527	375,358	376,034	380,232

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

NET TECH EMPLOYMENT 2023 est.

Rank	State	Employment
	United States	9,620,582
1.	California	1,533,554
2.	Texas	936,296
3.	New York	574,225
4.	Florida	532,760
5.	Virginia	379,451
6.	Washington	358,616
7.	Illinois	337,272
8.	Massachusetts	319,989
9.	Pennsylvania	313,152
10.	Georgia	312,010
11.	North Carolina	308,540
12.	New Jersey	285,751
13.	Ohio	268,976
14.	Colorado	260,032
15.	Maryland	228,266
16.	Michigan	215,074
17.	Arizona	212,045
18.	Minnesota	189,182
19.	Missouri	161,156
20.	Oregon	144,085
21.	Wisconsin	144,011
22.	Tennessee	142,068
23.	Utah	126,592
24.	Indiana	121,668
25.	Connecticut	100,505
26.	South Carolina	96,249
27.	Alabama	93,600
28.	District of Columbia	72,305
29.	Kansas	70,850
30.	Kentucky	69,964
31.	Iowa	67,644
32.	Oklahoma	63,128
33.	New Hampshire	59,084
34.	Nebraska	54,763
35.	Nevada	53,978
36.	Louisiana	52,323
37.	Arkansas	43,356
38.	Idaho	42,087
39.	New Mexico	38,901
40.	Mississippi	30,166
41.	Rhode Island	28,626
42.	Maine	26,595
43.	Delaware	25,335
44.	Hawaii	22,002
45.	West Virginia	21,458
46.	Montana	17,880
47.	Vermont	17,466
48.	South Dakota	16,648
49.	North Dakota	14,117
50.	Alaska	9,912
51.	Wyoming	6,863

NET TECH EMPLOYMENT JOBS ADDED 2023 est. NET TECH EMPLOYMENT JOBS ADDED 2024 proj.

Rank	State	Jobs Added	Rank	State	Jobs Added
	United States	+117,118		United States	+300,394
1.	Texas	+25,977	1.	Texas	+44,118
2.	Florida	+14,225	2.	California	+41,080
3.	New York	+7,998	3.	New York	+21,590
4.	North Carolina	+7,273	4.	Florida	+20,235
5.	Washington	+3,989	5.	Washington	+15,206
6.	Georgia	+3,869	6.	North Carolina	+11,677
7.	New Jersey	+3,531	7.	Georgia	+10,636
8.	Tennessee	+3,510	8.	Colorado	+9,112
9.	Virginia	+3,486	9.	Virginia	+8,566
10.	Pennsylvania	+3,001	10.	Pennsylvania	+8,412
11.	Michigan	+2,974	11.	Massachusetts	+7,892
12.	Colorado	+2,602	12.	New Jersey	+7,532
13.	Ohio	+2,570	13.	Illinois	+7,351
14.	South Carolina	+2,518	14.	Ohio	+6,618
15.	Illinois	+2,338	15.	Tennessee	+6,617
16.	Maryland	+2,060	16.	Utah	+6,309
17.	Arizona	+1,991	17.	Arizona	+6,092
18.	Minnesota	+1,832	18.	Maryland	+5,396
19.	Oklahoma	+1,721	19.	Michigan	+5,240
20.	Alabama	+1,706	20.	South Carolina	+4,481
21.	Indiana	+1,692	21.	Oregon	+4,043
22.	Kansas	+1,587	22.	Indiana	+3,580
23.	Wisconsin	+1,484	23.	Missouri	+3,562
24.	Nevada	+1,405	24.	Wisconsin	+2,911
25.	Arkansas	+1,219	25.	Minnesota	+2,812
26.	Oregon	+1,173	26.	Nevada	+2,588
27.	Louisiana	+1,122	27.	Alabama	+2,359
28.	Kentucky	+1,008	28.	Kansas	+1,900
29.	Idaho	+852	29.	Louisiana	+1,734
30.	New Mexico	+822	30.	Idaho	+1,723
31.	West Virginia	+684	31.	Kentucky	+1,682
32.	Connecticut	+681	32.	New Hampshire	+1,641
33.	Missouri	+633	33.	Oklahoma	+1,488
34.	Iowa	+630	34.	Iowa	+1,484
35.	New Hampshire	+564	35.	Arkansas	+1,448
36.	Mississippi	+548	36.	Connecticut	+1,330
37.	Montana	+537	37.	District of Columbia	+1,187
38.	California	+471	38.	Mississippi	+1,156
39.	Vermont	+351	39.	Nebraska	+1,082
40.	Hawaii	+344	40.	Maine	+918
41.	Delaware	+306	41.	West Virginia	+890
42.	Maine	+225	42.	New Mexico	+875
43.	Wyoming	+222	43.	Montana	+713
44.	South Dakota	+196	44.	Rhode Island	+658
45.	Rhode Island	+87	45.	South Dakota	+584
46.	Nebraska	+76	46.	Hawaii	+452
47.	Utah	+64	47.	Delaware	+348
48.	Alaska	-1	48.	Wyoming	+347
49.	North Dakota	-135	49.	North Dakota	+290
50.	Massachusetts	-195	50.	Vermont	+290
51.	District of Columbia	-600	51.	Alaska	+168

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

NET TECH EMPLOYMENT 2023 est.

Rank	State	Employment
	United States	9,620,582
1.	California	1,533,554
2.	Texas	936,296
3.	New York	574,225
4.	Florida	532,760
5.	Virginia	379,451
6.	Washington	358,616
7.	Illinois	337,272
8.	Massachusetts	319,989
9.	Pennsylvania	313,152
10.	Georgia	312,010
11.	North Carolina	308,540
12.	New Jersey	285,751
13.	Ohio	268,976
14.	Colorado	260,032
15.	Maryland	228,266
16.	Michigan	215,074
17.	Arizona	212,045
18.	Minnesota	189,182
19.	Missouri	161,156
20.	Oregon	144,085
21.	Wisconsin	144,011
22.	Tennessee	142,068
23.	Utah	126,592
24.	Indiana	121,668
25.	Connecticut	100,505
26.	South Carolina	96,249
27.	Alabama	93,600
28.	District of Columbia	72,305
29.	Kansas	70,850
30.	Kentucky	69,964
31.	Iowa	67,644
32.	Oklahoma	63,128
33.	New Hampshire	59,084
34.	Nebraska	54,763
35.	Nevada	53,978
36.	Louisiana	52,323
37.	Arkansas	43,356
38.	Idaho	42,087
39.	New Mexico	38,901
40.	Mississippi	30,166
41.	Rhode Island	28,626
42.	Maine	26,595
43.	Delaware	25,335
44.	Hawaii	22,002
45.	West Virginia	21,458
46.	Montana	17,880
47.	Vermont	17,466
48.	South Dakota	16,648
49.	North Dakota	14,117
50.	Alaska	9,912
51.	Wyoming	6,863

NET TECH EMPLOYMENT JOBS ADDED 2023 est. NET TECH EMPLOYMENT JOBS ADDED 2024 proj.

Rank	State	% Change	Rank	State	% Change
	United States	+1.2%		United States	+3.1%
1.	Wyoming	+3.3%	1.	Wyoming	+5.1%
2.	West Virginia	+3.3%	2.	Utah	+5.0%
3.	Montana	+3.1%	3.	Nevada	+4.8%
4.	Arkansas	+2.9%	4.	Texas	+4.7%
5.	Texas	+2.9%	5.	Tennessee	+4.7%
6.	Oklahoma	+2.8%	6.	South Carolina	+4.7%
7.	Florida	+2.7%	7.	Washington	+4.2%
8.	South Carolina	+2.7%	8.	West Virginia	+4.1%
9.	Nevada	+2.7%	9.	Idaho	+4.1%
10.	Tennessee	+2.5%	10.	Montana	+4.0%
11.	North Carolina	+2.4%	11.	Mississippi	+3.8%
12.	Kansas	+2.3%	12.	Florida	+3.8%
13.	Louisiana	+2.2%	13.	North Carolina	+3.8%
14.	New Mexico	+2.2%	14.	New York	+3.8%
15.	Idaho	+2.1%	15.	South Dakota	+3.5%
16.	Vermont	+2.0%	16.	Colorado	+3.5%
17.	Alabama	+1.9%	17.	Maine	+3.5%
18.	Mississippi	+1.8%	18.	Georgia	+3.4%
19.	Hawaii	+1.6%	19.	Arkansas	+3.3%
20.	Kentucky	+1.5%	20.	Louisiana	+3.3%
21.	New York	+1.4%	21.	Indiana	+2.9%
22.	Indiana	+1.4%	22.	Arizona	+2.9%
23.	Michigan	+1.4%	23.	Oregon	+2.8%
24.	Georgia	+1.3%	24.	New Hampshire	+2.8%
25.	New Jersey	+1.3%	25.	Pennsylvania	+2.7%
26.	Delaware	+1.2%	26.	Kansas	+2.7%
27.	South Dakota	+1.2%	27.	California	+2.7%
28.	Washington	+1.1%	28.	New Jersey	+2.6%
29.	Wisconsin	+1.0%	29.	Alabama	+2.5%
30.	Colorado	+1.0%	30.	Massachusetts	+2.5%
31.	Minnesota	+1.0%	31.	Ohio	+2.5%
32.	Pennsylvania	+1.0%	32.	Michigan	+2.4%
33.	Ohio	+1.0%	33.	Kentucky	+2.4%
34.	New Hampshire	+1.0%	34.	Maryland	+2.4%
35.	Arizona	+0.9%	35.	Oklahoma	+2.4%
36.	Iowa	+0.9%	36.	Rhode Island	+2.3%
37.	Virginia	+0.9%	37.	Virginia	+2.3%
38.	Maryland	+0.9%	38.	New Mexico	+2.2%
39.	Maine	+0.9%	39.	Missouri	+2.2%
40.	Oregon	+0.8%	40.	Iowa	+2.2%
41.	Illinois	+0.7%	41.	Illinois	+2.2%
42.	Connecticut	+0.7%	42.	North Dakota	+2.1%
43.	Missouri	+0.4%	43.	Hawaii	+2.1%
44.	Rhode Island	+0.3%	44.	Wisconsin	+2.0%
45.	Nebraska	+0.1%	45.	Nebraska	+2.0%
46.	Utah	+0.1%	46.	Alaska	+1.7%
47.	California	+0.0%	47.	Vermont	+1.7%
48.	Alaska	-0.0%	48.	District of Columbia	+1.6%
49.	Massachusetts	-0.1%	49.	Minnesota	+1.5%
50.	District of Columbia	-0.8%	50.	Delaware	+1.4%
51.	North Dakota	-1.0%	51.	Connecticut	+1.3%

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

NET TECH EMPLOYMENT 2023 est.

Rank	State	Employment
	United States	9,620,582
1.	New York City	594,191
2.	Washington DC	376,034
3.	Los Angeles	375,831
4.	San Francisco	365,494
5.	San Jose	364,882
6.	Dallas	360,322
7.	Seattle	287,621
8.	Boston	268,934
9.	Chicago	245,800
10.	Atlanta	229,584
11.	Austin	180,507
12.	Phoenix	168,694
13.	Denver	160,057
14.	Philadelphia	157,986
15.	Houston	152,084
16.	Minneapolis	147,088
17.	Miami	135,965
18.	San Diego	121,128
19.	Portland	120,406
20.	Baltimore	104,838
21.	Detroit	103,896
22.	Tampa	93,358
23.	Charlotte	90,859
24.	St. Louis	78,129
25.	Kansas City	77,699
26.	Raleigh	75,041
27.	Orlando	73,922
28.	Salt Lake City	69,826
29.	Columbus	62,144
30.	Nashville	60,502
31.	Pittsburgh	58,646
32.	Indianapolis	55,585
33.	Sacramento	55,368
34.	San Antonio	53,290
35.	Cleveland	52,318
36.	Milwaukee	44,349
37.	Hartford	38,515
38.	Las Vegas	35,954
39.	Providence	34,024
40.	Omaha	31,085
41.	Huntsville	28,683
42.	Colorado Springs	28,466
43.	Oklahoma City	28,211
44.	Boise	25,749
45.	Des Moines	24,908
46.	Buffalo	24,550
47.	Albuquerque	23,276
48.	Memphis	21,045
49.	Charleston	19,588
50.	Trenton	18,541
51.	New Orleans	17,760

NET TECH EMPLOYMENT JOBS ADDED 2023 est. NET TECH EMPLOYMENT JOBS ADDED 2024 proj.

Rank	State	Jobs Added	Rank	State	Jobs Added
	United States	+117,118		United States	+300,394
1.	Dallas	+10,691	1.	New York City	+19,671
2.	New York City	+8,312	2.	Dallas	+15,218
3.	Austin	+4,259	3.	San Francisco	+14,696
4.	Miami	+3,119	4.	Seattle	+10,740
5.	Houston	+2,932	5.	Austin	+9,678
6.	Orlando	+1,980	6.	San Jose	+9,257
7.	Nashville	+1,956	7.	Atlanta	+5,684
8.	Atlanta	+1,763	8.	Denver	+5,674
9.	Charlotte	+1,613	9.	Boston	+5,089
10.	Raleigh	+1,417	10.	Washington DC	+4,199
11.	Tampa	+1,383	11.	Phoenix	+4,015
12.	Denver	+1,042	12.	Miami	+3,679
13.	Oklahoma City	+900	13.	Houston	+3,576
14.	Kansas City	+872	14.	Salt Lake City	+3,212
15.	Las Vegas	+787	15.	Portland	+3,080
16.	Phoenix	+676	16.	Charlotte	+2,946
17.	Washington DC	+676	17.	Nashville	+2,889
18.	Indianapolis	+627	18.	Los Angeles	+2,595
19.	Portland	+622	19.	Tampa	+2,487
20.	Buffalo	+569	20.	Raleigh	+2,336
21.	San Antonio	+563	21.	Orlando	+2,163
22.	Salt Lake City	+554	22.	Chicago	+2,135
23.	Colorado Springs	+513	23.	San Diego	+2,108
24.	Minneapolis	+464	24.	Baltimore	+2,013
25.	Charleston	+427	25.	San Antonio	+1,779
26.	Baltimore	+415	26.	Las Vegas	+1,622
27.	Albuquerque	+378	27.	Indianapolis	+1,406
28.	Boise	+362	28.	Philadelphia	+1,265
29.	Hartford	+350	29.	Kansas City	+1,228
30.	St. Louis	+311	30.	Minneapolis	+1,117
31.	New Orleans	+304	31.	Charleston	+879
32.	Des Moines	+228	32.	Boise	+843
33.	Providence	+200	33.	St. Louis	+775
34.	Huntsville	+140	34.	Cleveland	+767
35.	Memphis	+36	35.	Colorado Springs	+734
36.	Columbus	-11	36.	Buffalo	+705
37.	Trenton	-116	37.	Columbus	+662
38.	Pittsburgh	-214	38.	Providence	+603
39.	Detroit	-228	39.	Oklahoma City	+511
40.	San Diego	-289	40.	New Orleans	+501
41.	Sacramento	-300	41.	Hartford	+464
42.	Cleveland	-390	42.	Huntsville	+452
43.	Philadelphia	-490	43.	Des Moines	+450
44.	Milwaukee	-567	44.	Memphis	+405
45.	Omaha	-591	45.	Sacramento	+340
46.	Seattle	-708	46.	Albuquerque	+320
47.	Chicago	-717	47.	Detroit	+275
48.	Los Angeles	-1,124	48.	Pittsburgh	+238
49.	San Jose	-1,693	49.	Trenton	+223
50.	Boston	-1,841	50.	Omaha	+89
51.	San Francisco	-2,913	51.	Milwaukee	-266

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

NET TECH EMPLOYMENT 2023 est.

Rank	State	Employment
	United States	9,620,582
1.	New York City	594,191
2.	Washington DC	376,034
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5.	San Jose	364,882
6.	Dallas	360,322
7.	Seattle	287,621
8.	Boston	268,934
9.	Chicago	245,800
10.	Atlanta	229,584
11.	Austin	180,507
12.	Phoenix	168,694
13.	Denver	160,057
14.	Philadelphia	157,986
15.	Houston	152,084
16.	Minneapolis	147,088
17.	Miami	135,965
18.	San Diego	121,128
19.	Portland	120,406
20.	Baltimore	104,838
21.	Detroit	103,896
22.	Tampa	93,358
23.	Charlotte	90,859
24.	St. Louis	78,129
25.	Kansas City	77,699
26.	Raleigh	75,041
27.	Orlando	73,922
28.	Salt Lake City	69,826
29.	Columbus	62,144
30.	Nashville	60,502
31.	Pittsburgh	58,646
32.	Indianapolis	55,585
33.	Sacramento	55,368
34.	San Antonio	53,290
35.	Cleveland	52,318
36.	Milwaukee	44,349
37.	Hartford	38,515
38.	Las Vegas	35,954
39.	Providence	34,024
40.	Omaha	31,085
41.	Huntsville	28,683
42.	Colorado Springs	28,466
43.	Oklahoma City	28,211
44.	Boise	25,749
45.	Des Moines	24,908
46.	Buffalo	24,550
47.	Albuquerque	23,276
48.	Memphis	21,045
49.	Charleston	19,588
50.	Trenton	18,541
51.	New Orleans	17,760

NET TECH EMPLOYMENT JOBS ADDED 2023 est. NET TECH EMPLOYMENT JOBS ADDED 2024 proj.

Rank	State	% Change	Rank	State	% Change
	United States	+1.2%		United States	+3.1%
1.	Nashville	+3.3%	1.	Austin	+5.4%
2.	Oklahoma City	+3.3%	2.	Nashville	+4.8%
3.	Dallas	+3.1%	3.	Salt Lake City	+4.6%
4.	Orlando	+2.8%	4.	Las Vegas	+4.5%
5.	Austin	+2.4%	5.	Charleston	+4.5%
6.	Buffalo	+2.4%	6.	Dallas	+4.2%
7.	Miami	+2.3%	7.	San Francisco	+4.0%
8.	Las Vegas	+2.2%	8.	Seattle	+3.7%
9.	Charleston	+2.2%	9.	Denver	+3.5%
10.	Houston	+2.0%	10.	San Antonio	+3.3%
11.	Raleigh	+1.9%	11.	New York City	+3.3%
12.	Colorado Springs	+1.8%	12.	Boise	+3.3%
13.	Charlotte	+1.8%	13.	Charlotte	+3.2%
14.	New Orleans	+1.7%	14.	Raleigh	+3.1%
15.	Albuquerque	+1.7%	15.	Orlando	+2.9%
16.	Tampa	+1.5%	16.	Buffalo	+2.9%
17.	Boise	+1.4%	17.	New Orleans	+2.8%
18.	New York City	+1.4%	18.	Miami	+2.7%
19.	Indianapolis	+1.1%	19.	Tampa	+2.7%
20.	Kansas City	+1.1%	20.	Colorado Springs	+2.6%
21.	San Antonio	+1.1%	21.	Portland	+2.6%
22.	Des Moines	+0.9%	22.	San Jose	+2.5%
23.	Hartford	+0.9%	23.	Indianapolis	+2.5%
24.	Salt Lake City	+0.8%	24.	Atlanta	+2.5%
25.	Atlanta	+0.8%	25.	Phoenix	+2.4%
26.	Denver	+0.7%	26.	Houston	+2.4%
27.	Providence	+0.6%	27.	Memphis	+1.9%
28.	Portland	+0.5%	28.	Baltimore	+1.9%
29.	Huntsville	+0.5%	29.	Boston	+1.9%
30.	Phoenix	+0.4%	30.	Oklahoma City	+1.8%
31.	St. Louis	+0.4%	31.	Des Moines	+1.8%
32.	Baltimore	+0.4%	32.	Providence	+1.8%
33.	Minneapolis	+0.3%	33.	San Diego	+1.7%
34.	Washington DC	+0.2%	34.	Kansas City	+1.6%
35.	Memphis	+0.2%	35.	Huntsville	+1.6%
36.	Columbus	-0.0%	36.	Cleveland	+1.5%
37.	Detroit	-0.2%	37.	Albuquerque	+1.4%
38.	San Diego	-0.2%	38.	Hartford	+1.2%
39.	Seattle	-0.2%	39.	Trenton	+1.2%
40.	Chicago	-0.3%	40.	Washington DC	+1.1%
41.	Los Angeles	-0.3%	41.	Columbus	+1.1%
42.	Philadelphia	-0.3%	42.	St. Louis	+1.0%
43.	Pittsburgh	-0.4%	43.	Chicago	+0.9%
44.	San Jose	-0.5%	44.	Philadelphia	+0.8%
45.	Sacramento	-0.5%	45.	Minneapolis	+0.8%
46.	Trenton	-0.6%	46.	Los Angeles	+0.7%
47.	Boston	-0.7%	47.	Sacramento	+0.6%
48.	Cleveland	-0.7%	48.	Pittsburgh	+0.4%
49.	San Francisco	-0.8%	49.	Omaha	+0.3%
50.	Milwaukee	-1.3%	50.	Detroit	+0.3%
51.	Omaha	-1.9%	51.	Milwaukee	-0.6%

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

**APPENDIX TABLES – B
TECH WORKFORCE
CHARACTERISTICS**

TECH WORKFORCE CHARACTERISTICS BY STATE

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest level of diversity

	<u>American Indian or Alaska Native</u>	<u>Asian</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Two or More Races</u>	<u>White</u>	<u>Diversity Index Quartile</u>
United States	13,196	1,305,250	480,992	479,527	7,148	141,535	3,398,494	NA
Alabama	175	3,078	10,776	1,579	27	1,202	45,561	3rd quartile
Alaska	308	736	174	275	37	422	4,231	2nd quartile
Arizona	1,331	19,191	6,330	20,800	217	3,518	79,349	2nd quartile
Arkansas	112	2,810	2,640	1,157	30	765	21,812	3rd quartile
California	1,232	391,869	28,136	106,430	2,126	23,931	293,966	1st quartile
Colorado	348	16,314	5,030	13,517	160	3,911	113,613	3rd quartile
Connecticut	51	11,194	3,761	3,874	31	1,059	40,314	2nd quartile
Delaware	26	4,318	2,477	821	10	338	10,910	2nd quartile
District of Columbia	57	8,716	15,138	3,520	41	2,067	24,176	1st quartile
Florida	458	37,033	34,184	52,972	236	7,418	183,872	1st quartile
Georgia	232	35,717	44,867	9,359	131	4,358	98,074	1st quartile
Hawaii	11	8,928	261	695	430	2,048	2,856	1st quartile
Idaho	70	1,303	241	1,439	24	592	18,457	4th quartile
Illinois	177	48,500	16,070	16,466	129	4,025	127,190	2nd quartile
Indiana	86	7,011	5,248	2,778	29	1,426	58,098	3rd quartile
Iowa	42	3,729	1,069	1,238	20	731	35,949	4th quartile
Kansas	146	4,959	2,241	2,322	24	1,116	34,980	3rd quartile
Kentucky	38	3,277	2,959	1,036	21	885	35,366	4th quartile
Louisiana	79	1,844	6,095	1,016	16	544	19,831	2nd quartile
Maine	25	724	272	312	10	345	15,096	4th quartile
Maryland	202	26,947	34,698	7,083	113	4,429	81,317	1st quartile
Massachusetts	143	41,474	6,898	8,367	113	3,191	118,731	2nd quartile
Michigan	226	21,089	11,001	3,842	51	2,836	100,186	3rd quartile
Minnesota	240	18,920	4,038	2,754	48	2,665	82,707	3rd quartile
Mississippi	26	749	4,218	351	10	294	11,953	2nd quartile
Missouri	165	9,363	8,126	2,658	84	2,391	75,139	3rd quartile
Montana	143	312	86	280	10	349	9,446	4th quartile
Nebraska	86	3,246	1,428	1,847	22	801	29,431	3rd quartile
Nevada	115	6,598	2,685	4,431	138	1,360	17,322	1st quartile
New Hampshire	20	3,454	378	875	10	570	24,437	4th quartile
New Jersey	146	64,921	12,774	14,247	111	2,702	87,972	1st quartile
New Mexico	773	1,807	655	8,673	13	608	13,114	1st quartile
New York	413	90,215	25,718	28,246	281	7,227	184,065	1st quartile
North Carolina	525	30,461	28,425	8,445	122	4,353	128,663	2nd quartile
North Dakota	131	440	190	234	10	150	7,751	4th quartile
Ohio	157	18,984	13,365	3,908	60	3,466	133,369	3rd quartile
Oklahoma	1,441	3,221	2,499	2,320	40	2,568	29,202	2nd quartile
Oregon	247	14,144	1,488	4,884	164	2,906	55,224	2nd quartile
Pennsylvania	123	28,839	13,260	6,748	65	4,025	145,541	3rd quartile
Rhode Island	19	2,424	754	1,302	12	414	13,517	3rd quartile
South Carolina	79	4,169	10,102	1,999	22	1,114	40,395	2nd quartile
South Dakota	133	438	143	210	10	158	9,121	4th quartile
Tennessee	118	7,427	10,946	2,846	46	1,951	68,998	3rd quartile
Texas	1,075	134,276	52,873	88,544	607	11,011	249,549	1st quartile
Utah	214	6,280	941	5,014	402	1,713	60,578	4th quartile
Vermont	10	504	108	173	10	253	8,317	4th quartile
Virginia	353	60,305	35,383	13,157	230	7,106	144,606	1st quartile
Washington	663	83,015	6,349	10,990	642	8,170	117,152	2nd quartile
West Virginia	10	484	375	210	10	370	12,240	4th quartile
Wisconsin	197	9,335	3,071	3,048	32	1,570	71,148	4th quartile
Wyoming	20	159	46	237	10	112	3,597	4th quartile

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

TECH WORKFORCE CHARACTERISTICS BY STATE

Data covers core information technology occupations across primary Bureau of Labor Statistics race and ethnicity groups

	<u>Black or African American</u>		<u>Hispanic or Latino</u>		<u>Women</u>	
	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>
United States	8%	12%	8%	17%	27%	49%
Alabama	17%	26%	3%	5%	29%	49%
Alaska	3%	4%	4%	8%	24%	46%
Arizona	5%	6%	16%	31%	27%	48%
Arkansas	9%	15%	4%	8%	28%	48%
California	3%	6%	13%	36%	26%	49%
Colorado	3%	4%	9%	19%	24%	48%
Connecticut	6%	12%	6%	16%	27%	51%
Delaware	13%	21%	4%	10%	28%	52%
District of Columbia	28%	33%	7%	11%	33%	53%
Florida	11%	16%	17%	26%	27%	50%
Georgia	23%	32%	5%	9%	29%	50%
Hawaii	2%	2%	5%	10%	29%	50%
Idaho	1%	2%	7%	13%	26%	48%
Illinois	8%	13%	8%	16%	27%	49%
Indiana	7%	10%	4%	7%	29%	49%
Iowa	2%	4%	3%	7%	28%	48%
Kansas	5%	7%	5%	12%	26%	49%
Kentucky	7%	9%	2%	4%	28%	48%
Louisiana	21%	30%	3%	6%	30%	50%
Maine	2%	3%	2%	3%	31%	50%
Maryland	22%	28%	5%	9%	29%	51%
Massachusetts	4%	8%	5%	12%	26%	51%
Michigan	8%	12%	3%	5%	27%	48%
Minnesota	4%	7%	2%	6%	27%	50%
Mississippi	24%	37%	2%	3%	30%	50%
Missouri	8%	12%	3%	5%	28%	49%
Montana	1%	1%	3%	5%	28%	49%
Nebraska	4%	5%	5%	12%	28%	48%
Nevada	8%	10%	14%	27%	27%	48%
New Hampshire	1%	2%	3%	5%	25%	50%
New Jersey	7%	13%	8%	19%	25%	50%
New Mexico	3%	3%	34%	46%	25%	48%
New York	8%	14%	8%	17%	27%	51%
North Carolina	14%	22%	4%	8%	29%	50%
North Dakota	2%	3%	3%	5%	27%	47%
Ohio	8%	12%	2%	4%	27%	49%
Oklahoma	6%	8%	6%	11%	27%	48%
Oregon	2%	3%	6%	13%	25%	48%
Pennsylvania	7%	11%	3%	7%	27%	49%
Rhode Island	4%	6%	7%	13%	27%	51%
South Carolina	17%	26%	3%	6%	31%	50%
South Dakota	1%	3%	2%	5%	25%	48%
Tennessee	12%	17%	3%	6%	29%	49%
Texas	10%	13%	16%	35%	27%	48%
Utah	1%	2%	7%	14%	22%	46%
Vermont	1%	2%	2%	3%	28%	51%
Virginia	14%	20%	5%	9%	27%	50%
Washington	3%	5%	5%	12%	25%	48%
West Virginia	3%	3%	2%	2%	27%	49%
Wisconsin	3%	6%	3%	7%	28%	49%
Wyoming	1%	2%	6%	10%	27%	47%

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

TECH WORKFORCE CHARACTERISTICS BY METRO

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest level of diversity

	<u>American Indian or Alaska Native</u>	<u>Asian</u>	<u>Black or African American</u>	<u>Hispanic or Latino</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Two or More Races</u>	<u>White</u>	<u>Diversity Index Quartile</u>
United States	13,196	1,305,250	480,992	479,527	7,148	141,535	3,398,494	NA
Albuquerque	400	1,026	366	4,638	10	318	7,098	2nd quartile
Atlanta	170	28,773	32,578	6,763	98	2,812	70,013	1st quartile
Austin	194	22,869	6,759	14,087	112	1,971	48,517	1st quartile
Baltimore	89	11,258	15,171	2,810	47	1,876	39,903	2nd quartile
Boise	37	819	128	818	16	305	10,142	4th quartile
Boston	123	35,951	5,596	6,637	101	2,495	98,673	3rd quartile
Buffalo	26	1,557	902	585	10	269	9,694	3rd quartile
Charleston	22	749	2,151	420	10	246	9,047	3rd quartile
Charlotte	139	11,444	9,988	2,699	40	1,227	37,746	2nd quartile
Chicago	143	38,074	12,269	13,121	102	2,727	88,834	2nd quartile
Columbus	44	6,271	3,753	999	20	950	31,506	3rd quartile
Cleveland	29	3,475	2,892	894	10	584	25,520	4th quartile
Colorado Springs	57	1,506	808	1,700	29	560	14,219	4th quartile
Dallas	469	61,595	22,239	24,315	244	3,662	90,061	1st quartile
Denver	215	10,901	3,270	8,580	98	2,414	70,400	3rd quartile
Des Moines	21	2,151	519	578	10	309	15,532	4th quartile
Detroit	123	13,165	7,422	1,953	31	1,295	48,639	3rd quartile
Hartford	19	4,933	1,615	1,479	11	372	15,842	3rd quartile
Houston	174	25,107	10,970	16,740	103	1,792	44,057	1st quartile
Huntsville	88	943	2,939	601	15	415	15,929	4th quartile
Indianapolis	44	3,895	3,036	1,221	17	642	26,098	4th quartile
Kansas City	107	5,036	3,210	2,009	44	1,054	35,527	4th quartile
Las Vegas	66	4,886	2,179	3,248	107	945	11,315	1st quartile
Los Angeles	285	80,753	8,594	36,561	441	5,810	74,670	1st quartile
Memphis	16	1,350	3,590	445	10	304	8,644	2nd quartile
Miami	103	9,742	9,431	21,082	67	1,521	37,683	1st quartile
Milwaukee	54	3,147	1,579	1,176	11	449	20,019	4th quartile
Minneapolis	181	16,115	3,367	2,227	42	2,020	63,889	3rd quartile
Nashville	57	3,763	4,286	1,343	23	790	29,697	3rd quartile
New Orleans	27	661	2,214	460	10	200	6,679	3rd quartile
New York City	387	122,020	27,946	32,724	330	6,514	175,623	1st quartile
Oklahoma City	600	1,710	1,371	1,196	23	1,142	13,849	3rd quartile
Omaha	54	2,112	1,027	1,100	15	466	17,610	4th quartile
Orlando	71	5,764	4,935	7,279	39	913	26,640	2nd quartile
Philadelphia	83	20,305	9,591	4,230	44	1,849	67,153	2nd quartile
Phoenix	938	15,959	5,092	15,288	181	2,543	61,040	2nd quartile
Pittsburgh	22	4,389	1,881	750	12	644	29,093	4th quartile
Portland	183	13,125	1,319	3,628	143	2,251	42,061	3rd quartile
Providence	22	2,676	866	1,427	14	437	15,955	4th quartile
Raleigh	117	6,969	5,593	1,816	27	858	29,543	2nd quartile
Sacramento	90	12,911	2,035	6,267	167	1,588	17,462	1st quartile
Salt Lake City	120	4,355	553	2,986	251	946	33,344	4th quartile
San Antonio	60	3,936	3,079	10,308	50	759	14,235	1st quartile
San Diego	128	24,713	2,567	10,495	178	2,244	29,234	1st quartile
San Francisco	261	101,475	6,024	16,178	552	5,522	67,442	2nd quartile
San Jose	213	117,789	3,573	11,500	431	3,568	47,441	2nd quartile
Seattle	479	73,453	5,227	8,454	518	6,102	88,659	2nd quartile
St. Louis	65	5,429	4,989	1,305	29	995	38,006	4th quartile
Tampa	79	7,478	5,487	6,960	43	1,129	33,699	2nd quartile
Trenton	11	4,668	1,371	1,041	10	269	7,174	1st quartile
Washington DC	347	60,607	47,835	15,213	258	7,608	128,472	1st quartile

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

TECH WORKFORCE CHARACTERISTICS BY METRO

Data covers core information technology occupations across primary Bureau of Labor Statistics race and ethnicity groups

	<u>Black or African American</u>		<u>Hispanic or Latino</u>		<u>Women</u>	
	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>	<u>% of Tech Workforce</u>	<u>% of Overall Workforce</u>
United States	8%	12%	8%	17%	27%	49%
Albuquerque	3%	3%	33%	47%	25%	49%
Atlanta	23%	33%	5%	9%	29%	50%
Austin	7%	10%	15%	30%	26%	48%
Baltimore	21%	29%	4%	7%	28%	51%
Boise	1%	2%	7%	14%	26%	48%
Boston	4%	8%	4%	11%	26%	51%
Buffalo	7%	12%	4%	8%	27%	50%
Charleston	17%	26%	3%	5%	32%	50%
Charlotte	16%	23%	4%	8%	29%	49%
Chicago	8%	14%	8%	19%	27%	50%
Columbus	9%	14%	2%	4%	27%	50%
Cleveland	9%	15%	3%	5%	28%	50%
Colorado Springs	4%	5%	9%	18%	22%	50%
Dallas	11%	16%	12%	27%	27%	48%
Denver	3%	5%	9%	20%	25%	48%
Des Moines	3%	5%	3%	7%	28%	49%
Detroit	10%	17%	3%	5%	26%	47%
Hartford	7%	12%	6%	15%	27%	51%
Houston	11%	15%	17%	33%	28%	48%
Huntsville	14%	23%	3%	5%	27%	47%
Indianapolis	9%	14%	3%	7%	29%	50%
Kansas City	7%	11%	4%	8%	27%	49%
Las Vegas	10%	12%	14%	29%	27%	48%
Los Angeles	4%	7%	18%	39%	26%	49%
Memphis	25%	37%	3%	5%	31%	50%
Miami	12%	18%	26%	38%	27%	50%
Milwaukee	6%	12%	4%	10%	28%	50%
Minneapolis	4%	8%	3%	6%	27%	50%
Nashville	11%	16%	3%	6%	28%	49%
New Orleans	22%	31%	4%	7%	30%	51%
New York City	8%	15%	9%	20%	26%	51%
Oklahoma City	7%	10%	6%	12%	29%	50%
Omaha	5%	7%	5%	11%	29%	49%
Orlando	11%	15%	16%	27%	28%	49%
Philadelphia	9%	18%	4%	9%	27%	51%
Phoenix	5%	7%	15%	30%	27%	48%
Pittsburgh	5%	9%	2%	3%	25%	49%
Portland	2%	3%	6%	13%	25%	48%
Providence	4%	7%	7%	13%	28%	51%
Raleigh	12%	22%	4%	9%	29%	50%
Sacramento	5%	7%	15%	28%	30%	50%
Salt Lake City	1%	2%	7%	15%	23%	46%
San Antonio	9%	9%	32%	48%	27%	50%
San Diego	4%	5%	15%	35%	26%	49%
San Francisco	3%	7%	8%	25%	28%	49%
San Jose	2%	4%	6%	24%	24%	45%
Seattle	3%	6%	5%	11%	25%	48%
St. Louis	10%	16%	3%	4%	28%	50%
Tampa	10%	14%	13%	21%	27%	50%
Trenton	9%	18%	7%	15%	27%	51%
Washington DC	18%	24%	6%	13%	28%	50%

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

	<u>Black or African American</u>		<u>Hispanic or Latino</u>		<u>Women</u>	
	Count	% of Occ.	Count	% of Occ.	Count	% of Occ.
CIOs and IT Managers	35,565	6%	44,345	8%	167,964	30%
Systems Analysts/Engineers	55,135	10%	43,028	8%	202,961	39%
Cybersecurity	26,028	15%	15,528	9%	34,736	20%
Information Research Scientists	3,137	8%	2,923	8%	10,663	28%
Network Support Specialists	22,319	13%	18,284	11%	49,360	29%
IT Support Specialists	84,334	12%	82,556	12%	204,679	29%
Network Architects	17,971	10%	15,094	9%	24,281	14%
Database Administrators	6,857	8%	5,966	7%	30,791	38%
Database Architects	4,997	8%	4,270	7%	22,872	36%
Network and Systems Administrators	29,578	9%	32,177	10%	67,636	21%
Computer Programmers	6,920	5%	9,361	6%	32,847	23%
Software Developers	72,375	4%	86,987	5%	343,889	21%
Software QA	12,888	6%	10,942	5%	64,606	32%
Web Developers	6,374	6%	8,678	9%	33,979	33%
Web and Digital Interface Designers	7,130	6%	12,570	11%	42,504	38%
IT Proj. Mgt., Emerging Tech, Other	63,517	14%	50,577	11%	135,448	30%
Data Scientists	12,090	7%	12,994	8%	79,249	46%
Computer Hardware Engineers	4,464	6%	7,920	10%	12,766	16%
Computer, ATM, and Related Repairers	9,314	10%	15,328	16%	9,880	11%
Total	480,992	8%	479,527	8%	1,571,111	27%

TECH WORKFORCE CHARACTERISTICS BY OCCUPATION

Age cohort ranges: Gen Z – 1996-2015, Millennial – 1977-1995, Gen X – 1965-1976, Baby Boomer – 1946-1964

	<u>Gen Z</u>		<u>Millennial</u>		<u>Gen X</u>		<u>Baby Boomer</u>	
	Count	% of Occ.	Count	% of Occ.	Count	% of Occ.	Count	% of Occ.
CIOs and IT Managers	7,294	1%	266,586	48%	165,545	30%	114,577	21%
Systems Analysts/Engineers	24,144	5%	271,747	52%	121,808	23%	108,802	21%
Cybersecurity	9,148	5%	93,268	54%	38,876	22%	31,740	18%
Information Research Scientists	3,039	8%	20,276	54%	6,554	17%	7,826	21%
Network Support Specialists	13,639	8%	91,177	53%	36,796	21%	30,062	18%
IT Support Specialists	57,819	8%	386,312	54%	149,663	21%	123,163	17%
Network Architects	5,805	3%	98,209	56%	44,792	25%	27,627	16%
Database Administrators	2,897	4%	40,145	50%	20,448	25%	17,218	21%
Database Architects	2,217	3%	33,144	52%	15,897	25%	12,870	20%
Network and Systems Administrators	13,563	4%	185,205	56%	76,437	23%	52,681	16%
Computer Programmers	8,555	6%	71,499	49%	33,707	23%	31,147	21%
Software Developers	81,776	5%	1,013,616	62%	319,419	20%	222,868	14%
Software QA	8,830	4%	122,901	60%	40,866	20%	30,809	15%
Web Developers	8,968	9%	67,906	67%	15,817	16%	8,921	9%
Web and Digital Interface Designers	9,872	9%	76,429	68%	17,184	15%	9,359	8%
IT Proj. Mgt., Emerging Tech, Other	31,602	7%	231,493	51%	104,656	23%	84,964	19%
Data Scientists	12,332	7%	107,324	63%	27,358	16%	23,418	14%
Computer Hardware Engineers	3,239	4%	44,514	55%	18,759	23%	14,067	17%
Computer, ATM, and Related Repairers	10,381	11%	46,574	50%	18,612	20%	17,443	19%
Total	315,121	5%	3,268,326	56%	1,273,193	22%	969,561	17%

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

TECH WORKFORCE CHARACTERISTICS BY INDUSTRY

Data covers core information technology occupations across primary Bureau of Labor Statistics race and ethnicity groups

	<u>Black or African American</u>		<u>Hispanic or Latino</u>		<u>Women</u>	
	Count	% Industry	Count	% Industry	Count	% of Industry
United States	518,979	8%	652,527	10%	2,205,422	34%
Alabama	8,989	16%	1,655	3%	19,667	35%
Alaska	231	4%	282	5%	1,805	32%
Arizona	7,157	5%	23,337	18%	43,977	33%
Arkansas	2,067	9%	789	3%	7,780	33%
California	42,359	4%	165,516	15%	390,415	34%
Colorado	6,982	4%	18,387	10%	63,607	33%
Connecticut	4,087	7%	5,508	9%	21,379	34%
Delaware	1,756	15%	733	6%	3,967	34%
District of Columbia	9,870	28%	2,590	7%	14,002	39%
Florida	36,048	10%	71,326	20%	121,108	35%
Georgia	49,560	24%	12,971	6%	78,563	38%
Hawaii	373	3%	1,006	9%	3,970	35%
Idaho	386	1%	2,077	7%	8,704	30%
Illinois	15,744	8%	21,225	10%	73,178	35%
Indiana	4,962	7%	3,223	4%	25,649	34%
Iowa	1,018	3%	1,299	3%	13,980	36%
Kansas	1,986	5%	2,371	6%	14,386	34%
Kentucky	2,752	7%	1,217	3%	14,820	36%
Louisiana	6,682	20%	1,530	5%	11,533	35%
Maine	266	2%	357	2%	5,845	37%
Maryland	30,698	21%	7,507	5%	47,856	33%
Massachusetts	8,339	4%	13,754	6%	78,052	34%
Michigan	9,253	7%	5,388	4%	41,783	33%
Minnesota	5,152	4%	4,292	3%	42,761	35%
Mississippi	4,138	22%	587	3%	7,019	38%
Missouri	9,586	9%	3,839	4%	38,839	37%
Montana	134	1%	445	4%	4,064	34%
Nebraska	1,395	4%	1,804	5%	11,741	36%
Nevada	2,698	8%	4,945	15%	10,906	33%
New Hampshire	662	1%	2,004	4%	14,727	33%
New Jersey	14,446	8%	19,403	10%	61,829	33%
New Mexico	671	3%	7,405	36%	6,657	33%
New York	32,125	9%	38,804	10%	142,614	38%
North Carolina	29,761	15%	10,054	5%	70,166	36%
North Dakota	245	3%	226	3%	3,052	35%
Ohio	12,515	8%	4,788	3%	53,866	34%
Oklahoma	2,173	6%	2,458	7%	11,367	34%
Oregon	2,667	3%	8,712	9%	30,269	30%
Pennsylvania	11,704	6%	7,437	4%	63,671	34%
Rhode Island	752	4%	1,560	9%	5,985	34%
South Carolina	10,028	16%	2,982	5%	23,682	39%
South Dakota	200	2%	280	3%	3,651	36%
Tennessee	8,690	11%	3,513	4%	29,328	36%
Texas	65,784	10%	117,725	18%	218,963	34%
Utah	1,268	1%	7,142	8%	26,772	30%
Vermont	144	1%	240	2%	3,823	31%
Virginia	37,593	14%	16,466	6%	88,340	34%
Washington	8,823	3%	16,982	6%	87,725	33%
West Virginia	460	4%	233	2%	4,127	33%
Wisconsin	3,551	4%	3,895	4%	32,222	36%
Wyoming	52	1%	254	6%	1,231	29%

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

APPENDIX TABLES – C

TECH EMPLOYMENT OUTLOOK

<u>Tech Job Category</u>	<u>2024 Est.</u>	<u>2034 Proj</u>	<u>Est. Annual Separations</u>	<u>Est. Annual Turnover Rate</u>	<u>Estimated Replacement Jobs Count</u>	<u>Est. Annual Replacement Jobs Count</u>	<u>Est. Annual Replacement Rate</u>
CIOs and IT Directors	574,137	685,226	201,610	35%	404,427	40,443	6%
Systems Analysts and Engineers	541,582	618,978	184,925	34%	337,790	33,779	6%
Cybersecurity Analysts and Engineers	181,791	237,075	64,761	35%	123,818	12,382	6%
Computer and Information Research Scientists	39,302	48,962	12,592	32%	27,425	2,743	6%
Network Support Specialists	175,653	197,007	67,606	39%	123,263	12,326	7%
IT Support Specialists	734,703	818,628	324,873	44%	514,687	51,469	7%
Network Architects	180,207	197,706	64,584	36%	98,600	9,860	5%
Database Administrators	82,772	92,859	29,462	36%	50,243	5,024	6%
Database Architects	66,239	76,469	26,731	41%	40,875	4,087	6%
Network and Systems Administrators	334,777	364,381	116,134	35%	193,123	19,312	6%
Computer Programmers	146,254	143,142	62,674	43%	87,511	8,751	6%
Software Developers and Engineers	1,716,402	2,178,042	526,006	30%	1,035,418	103,542	5%
Software QC and Testers	212,203	260,899	84,025	39%	144,859	14,486	6%
Web Developers	105,293	124,938	36,538	34%	70,518	7,052	6%
Web and Digital Interface Designers	116,896	139,586	46,344	39%	90,103	9,010	7%
IT Proj. Mgt., Emerging Tech, Other	465,855	535,949	170,630	37%	311,476	31,148	6%
Data Scientists and Analysts	179,826	240,041	63,484	35%	124,035	12,403	6%
Computer Hardware Engineers	82,609	91,726	23,143	28%	47,291	4,729	5%
Computer, ATM, Office Machine Technicians	92,826	89,257	44,949	48%	87,771	8,777	10%
Total	6,029,326	7,140,871	2,151,073	36%	3,913,233	391,323	6%

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

APPENDIX TABLES – D

TECH WAGE PERCENTILES

TECH WAGE PERCENTILES BY STATE

	<u>10th Percentile</u>	<u>25th Percentile</u>	<u>50th (median) Percentile</u>	<u>75th Percentile</u>	<u>90th Percentile</u>	<u>% Greater than Overall Median Wage</u>
United States	\$51,335	\$70,407	\$104,556	\$144,551	\$184,882	130%
Alabama	\$44,546	\$61,887	\$89,544	\$122,331	\$156,683	130%
Alaska	\$53,810	\$69,064	\$92,678	\$117,438	\$148,540	80%
Arizona	\$47,611	\$67,057	\$96,583	\$127,579	\$164,262	118%
Arkansas	\$37,336	\$49,227	\$75,815	\$103,568	\$135,947	105%
California	\$61,323	\$90,634	\$134,696	\$185,470	\$238,339	171%
Colorado	\$59,916	\$81,171	\$112,069	\$148,877	\$179,653	122%
Connecticut	\$57,034	\$77,210	\$103,999	\$134,643	\$167,466	101%
Delaware	\$57,086	\$78,835	\$111,143	\$141,547	\$181,315	139%
District of Columbia	\$72,928	\$89,055	\$121,770	\$156,862	\$180,744	47%
Florida	\$43,663	\$60,057	\$89,640	\$124,153	\$158,103	119%
Georgia	\$48,305	\$67,313	\$102,898	\$133,957	\$165,282	143%
Hawaii	\$48,925	\$64,015	\$89,295	\$113,567	\$141,535	85%
Idaho	\$36,057	\$52,966	\$77,549	\$110,464	\$142,236	93%
Illinois	\$50,931	\$67,863	\$99,141	\$133,193	\$166,416	111%
Indiana	\$40,598	\$54,687	\$77,912	\$106,793	\$136,656	86%
Iowa	\$47,128	\$61,399	\$85,672	\$113,628	\$139,232	99%
Kansas	\$45,279	\$58,235	\$83,331	\$113,936	\$143,758	100%
Kentucky	\$41,687	\$54,280	\$75,394	\$103,508	\$132,646	87%
Louisiana	\$37,770	\$52,982	\$73,779	\$102,162	\$131,704	88%
Maine	\$45,266	\$58,990	\$78,776	\$108,086	\$138,149	77%
Maryland	\$60,453	\$83,496	\$116,220	\$151,316	\$184,588	126%
Massachusetts	\$63,911	\$86,146	\$117,349	\$156,596	\$184,168	108%
Michigan	\$47,154	\$64,246	\$90,310	\$120,880	\$142,652	105%
Minnesota	\$54,495	\$73,123	\$100,557	\$129,064	\$158,356	106%
Mississippi	\$36,702	\$49,843	\$70,832	\$96,334	\$128,329	98%
Missouri	\$44,381	\$58,295	\$86,955	\$118,919	\$145,512	109%
Montana	\$39,699	\$54,399	\$77,157	\$97,534	\$129,427	88%
Nebraska	\$46,683	\$61,918	\$85,665	\$113,066	\$136,703	99%
Nevada	\$40,797	\$51,875	\$78,729	\$109,787	\$146,614	92%
New Hampshire	\$52,483	\$73,448	\$103,237	\$137,033	\$167,864	116%
New Jersey	\$60,336	\$82,220	\$118,147	\$158,576	\$186,577	130%
New Mexico	\$42,757	\$60,581	\$87,481	\$124,740	\$160,306	120%
New York	\$55,783	\$77,345	\$113,241	\$160,540	\$206,431	116%
North Carolina	\$49,594	\$71,044	\$105,366	\$136,826	\$164,763	153%
North Dakota	\$42,589	\$54,873	\$75,321	\$97,482	\$125,021	60%
Ohio	\$44,882	\$62,556	\$90,165	\$119,941	\$146,685	107%
Oklahoma	\$40,611	\$54,283	\$79,179	\$109,394	\$143,048	102%
Oregon	\$49,545	\$70,824	\$104,198	\$134,371	\$169,231	121%
Pennsylvania	\$48,330	\$64,395	\$91,123	\$124,050	\$155,657	102%
Rhode Island	\$54,987	\$74,187	\$101,639	\$136,493	\$194,028	105%
South Carolina	\$44,477	\$58,826	\$84,187	\$113,892	\$145,768	115%
South Dakota	\$43,041	\$57,077	\$73,324	\$101,359	\$135,710	84%
Tennessee	\$41,744	\$55,479	\$81,558	\$114,484	\$147,887	101%
Texas	\$46,033	\$63,962	\$96,031	\$133,214	\$167,499	126%
Utah	\$42,042	\$59,971	\$91,823	\$126,528	\$158,126	111%
Vermont	\$48,349	\$62,332	\$82,386	\$112,216	\$155,931	77%
Virginia	\$60,564	\$82,414	\$116,182	\$153,858	\$190,362	142%
Washington	\$64,642	\$88,096	\$129,618	\$167,452	\$201,694	139%
West Virginia	\$39,698	\$52,703	\$72,921	\$104,128	\$137,183	92%
Wisconsin	\$48,576	\$61,379	\$86,591	\$114,809	\$141,206	93%
Wyoming	\$42,480	\$52,837	\$74,893	\$103,442	\$136,832	69%

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

TECH WAGE PERCENTILES BY METRO

	<u>10th Percentile</u>	<u>25th Percentile</u>	<u>50th (median) Percentile</u>	<u>75th Percentile</u>	<u>90th Percentile</u>	<u>% Greater than Overall Median Wage</u>
United States	\$51,335	\$70,407	\$104,556	\$144,551	\$184,882	130%
Albuquerque	\$41,036	\$60,914	\$88,337	\$122,257	\$157,518	115%
Atlanta	\$51,643	\$74,430	\$107,902	\$139,482	\$170,000	136%
Austin	\$50,169	\$66,480	\$99,042	\$138,393	\$177,925	109%
Baltimore	\$59,831	\$83,533	\$116,702	\$152,019	\$190,751	129%
Boise	\$39,320	\$56,474	\$81,374	\$112,308	\$141,601	96%
Boston	\$65,758	\$88,603	\$121,115	\$160,854	\$191,443	106%
Buffalo	\$48,888	\$63,728	\$86,894	\$120,271	\$153,398	89%
Charleston	\$50,730	\$68,179	\$94,307	\$121,592	\$150,933	123%
Charlotte	\$54,290	\$77,648	\$112,361	\$143,708	\$173,006	151%
Chicago	\$51,731	\$70,952	\$103,302	\$138,019	\$171,077	112%
Columbus	\$47,520	\$69,652	\$96,388	\$125,279	\$148,839	108%
Cleveland	\$46,979	\$65,808	\$93,048	\$119,652	\$150,632	102%
Colorado Springs	\$59,536	\$79,683	\$108,765	\$144,770	\$175,546	133%
Dallas	\$50,178	\$70,703	\$104,980	\$138,230	\$171,200	131%
Denver	\$61,046	\$82,363	\$113,457	\$148,397	\$178,568	112%
Des Moines	\$52,168	\$68,954	\$94,653	\$120,353	\$143,365	98%
Detroit	\$51,815	\$72,904	\$96,945	\$128,579	\$146,030	105%
Hartford	\$53,792	\$72,493	\$96,584	\$124,729	\$154,639	88%
Houston	\$45,575	\$63,080	\$95,321	\$135,770	\$171,492	113%
Huntsville	\$59,014	\$77,150	\$106,082	\$138,922	\$172,272	125%
Indianapolis	\$43,895	\$59,376	\$84,903	\$115,269	\$143,220	94%
Kansas City	\$46,726	\$60,971	\$88,232	\$119,451	\$149,686	94%
Las Vegas	\$39,311	\$51,199	\$78,713	\$108,925	\$142,652	99%
Los Angeles	\$54,375	\$74,766	\$110,943	\$153,130	\$197,190	129%
Memphis	\$41,336	\$54,796	\$81,357	\$112,695	\$147,369	99%
Miami	\$41,981	\$57,836	\$88,963	\$125,603	\$161,389	110%
Milwaukee	\$50,509	\$63,938	\$90,603	\$121,654	\$143,500	96%
Minneapolis	\$56,760	\$76,426	\$104,178	\$131,989	\$163,191	100%
Nashville	\$43,241	\$58,470	\$85,468	\$121,405	\$151,351	95%
New Orleans	\$38,810	\$55,370	\$78,315	\$108,890	\$138,581	91%
New York City	\$61,860	\$86,396	\$125,221	\$172,964	\$220,013	125%
Oklahoma City	\$42,141	\$57,527	\$80,768	\$109,434	\$144,340	95%
Omaha	\$48,448	\$68,411	\$89,382	\$117,078	\$139,663	96%
Orlando	\$45,020	\$61,874	\$91,008	\$125,411	\$159,690	129%
Philadelphia	\$53,490	\$72,435	\$102,479	\$137,168	\$172,885	110%
Phoenix	\$48,425	\$67,361	\$99,529	\$129,215	\$166,052	118%
Pittsburgh	\$48,640	\$64,885	\$89,356	\$120,732	\$150,233	97%
Portland	\$51,425	\$75,961	\$111,293	\$139,526	\$174,055	117%
Providence	\$52,907	\$72,654	\$99,590	\$134,501	\$178,979	109%
Raleigh	\$56,794	\$76,351	\$111,153	\$145,395	\$173,891	142%
Sacramento	\$56,724	\$77,964	\$105,682	\$133,781	\$171,690	108%
Salt Lake City	\$42,700	\$62,777	\$94,517	\$132,377	\$162,238	102%
San Antonio	\$44,922	\$61,217	\$89,839	\$121,517	\$149,943	121%
San Diego	\$60,241	\$85,026	\$120,407	\$159,935	\$193,974	142%
San Francisco	\$75,954	\$108,813	\$150,917	\$199,832	\$247,380	134%
San Jose	\$101,324	\$139,055	\$181,246	\$232,393	\$340,156	144%
Seattle	\$68,288	\$94,316	\$137,121	\$173,530	\$207,065	124%
St. Louis	\$46,533	\$62,482	\$91,565	\$123,308	\$150,787	103%
Tampa	\$43,945	\$62,139	\$92,670	\$123,798	\$154,230	119%
Trenton	\$57,807	\$80,961	\$117,183	\$146,681	\$180,647	106%
Washington DC	\$69,051	\$90,799	\$125,600	\$163,293	\$197,747	98%

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

	<u>10th Percentile</u>	<u>25th Percentile</u>	<u>50th (median) Percentile</u>	<u>75th Percentile</u>	<u>90th Percentile</u>	<u>Cost of Living (COL) Index</u>
United States	\$51,335	\$70,407	\$104,556	\$144,551	\$184,882	na
Alabama	\$47,848	\$66,473	\$96,180	\$131,397	\$168,296	93.1
Alaska	\$40,827	\$52,401	\$70,317	\$89,103	\$112,701	131.8
Arizona	\$46,449	\$65,421	\$94,227	\$124,467	\$160,256	102.5
Arkansas	\$41,210	\$54,334	\$83,681	\$114,313	\$150,052	90.6
California	\$45,458	\$67,186	\$99,849	\$137,487	\$176,678	134.9
Colorado	\$53,930	\$73,062	\$100,872	\$134,003	\$161,704	111.1
Connecticut	\$45,086	\$61,036	\$82,213	\$106,437	\$132,384	126.5
Delaware	\$51,944	\$71,734	\$101,131	\$128,796	\$164,982	109.9
District of Columbia	\$45,723	\$55,834	\$76,345	\$98,346	\$113,319	159.5
Florida	\$43,103	\$59,286	\$88,490	\$122,559	\$156,074	101.3
Georgia	\$51,719	\$72,070	\$110,169	\$143,423	\$176,962	93.4
Hawaii	\$32,726	\$42,820	\$59,729	\$75,964	\$94,672	149.5
Idaho	\$36,129	\$53,072	\$77,704	\$110,686	\$142,521	99.8
Illinois	\$51,033	\$67,999	\$99,340	\$133,460	\$166,750	99.8
Indiana	\$42,511	\$57,264	\$81,584	\$111,825	\$143,095	95.5
Iowa	\$48,237	\$62,844	\$87,689	\$116,303	\$142,509	97.7
Kansas	\$46,109	\$59,303	\$84,859	\$116,024	\$146,393	98.2
Kentucky	\$45,116	\$58,744	\$81,595	\$112,022	\$143,556	92.4
Louisiana	\$38,818	\$54,452	\$75,826	\$104,997	\$135,358	97.3
Maine	\$38,722	\$50,462	\$67,387	\$92,460	\$118,177	116.9
Maryland	\$47,752	\$65,952	\$91,801	\$119,523	\$145,804	126.6
Massachusetts	\$48,271	\$65,065	\$88,632	\$118,275	\$139,100	132.4
Michigan	\$51,703	\$70,445	\$99,024	\$132,544	\$156,417	91.2
Minnesota	\$53,218	\$71,409	\$98,201	\$126,039	\$154,644	102.4
Mississippi	\$41,471	\$56,319	\$80,036	\$108,852	\$145,005	88.5
Missouri	\$48,986	\$64,344	\$95,977	\$131,257	\$160,609	90.6
Montana	\$38,209	\$52,357	\$74,261	\$93,873	\$124,569	103.9
Nebraska	\$46,267	\$61,365	\$84,900	\$112,057	\$135,484	100.9
Nevada	\$36,361	\$46,234	\$70,169	\$97,850	\$130,672	112.2
New Hampshire	\$43,267	\$60,551	\$85,108	\$112,971	\$138,387	121.3
New Jersey	\$49,741	\$67,783	\$97,401	\$130,730	\$153,814	121.3
New Mexico	\$42,629	\$60,400	\$87,219	\$124,367	\$159,827	100.3
New York	\$49,673	\$68,873	\$100,838	\$142,956	\$183,821	112.3
North Carolina	\$52,094	\$74,626	\$110,678	\$143,725	\$173,071	95.2
North Dakota	\$39,434	\$50,808	\$69,742	\$90,261	\$115,760	108.0
Ohio	\$48,573	\$67,701	\$97,581	\$129,807	\$158,750	92.4
Oklahoma	\$43,574	\$58,243	\$84,956	\$117,376	\$153,485	93.2
Oregon	\$41,669	\$59,566	\$87,635	\$113,012	\$142,331	118.9
Pennsylvania	\$47,336	\$63,071	\$89,248	\$121,499	\$152,456	102.1
Rhode Island	\$42,925	\$57,914	\$79,344	\$106,552	\$151,466	128.1
South Carolina	\$44,972	\$59,480	\$85,124	\$115,159	\$147,389	98.9
South Dakota	\$43,170	\$57,248	\$73,544	\$101,664	\$136,118	99.7
Tennessee	\$45,227	\$60,107	\$88,362	\$124,034	\$160,224	92.3
Texas	\$47,653	\$66,214	\$99,411	\$137,903	\$173,394	96.6
Utah	\$40,660	\$57,999	\$88,804	\$122,367	\$152,927	103.4
Vermont	\$39,892	\$51,429	\$67,975	\$92,588	\$128,656	121.2
Virginia	\$59,260	\$80,640	\$113,681	\$150,546	\$186,265	102.2
Washington	\$56,260	\$76,672	\$112,809	\$145,737	\$175,539	114.9
West Virginia	\$41,568	\$55,187	\$76,357	\$109,035	\$143,647	95.5
Wisconsin	\$48,479	\$61,257	\$86,418	\$114,579	\$140,924	100.2
Wyoming	\$40,342	\$50,177	\$71,124	\$98,236	\$129,945	105.3

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

COST OF LIVING ADJUSTED TECH WAGES CONTINUED

	<u>10th Percentile</u>	<u>25th Percentile</u>	<u>50th (median) Percentile</u>	<u>75th Percentile</u>	<u>90th Percentile</u>	<u>Cost of Living (COL) Index</u>
United States	\$51,335	\$70,407	\$104,556	\$144,551	\$184,882	na
Albuquerque	\$41,703	\$61,904	\$89,774	\$124,245	\$160,080	98.4
Atlanta	\$53,683	\$77,370	\$112,164	\$144,992	\$176,715	96.2
Austin	\$51,774	\$68,607	\$102,210	\$142,821	\$183,617	96.9
Baltimore	\$45,603	\$63,669	\$88,950	\$115,868	\$145,390	131.2
Boise	\$40,081	\$57,568	\$82,950	\$114,483	\$144,344	98.1
Boston	\$48,673	\$65,583	\$89,648	\$119,063	\$141,705	135.1
Buffalo	\$46,783	\$60,984	\$83,152	\$115,092	\$146,792	104.5
Charleston	\$49,882	\$67,039	\$92,730	\$119,560	\$148,410	101.7
Charlotte	\$55,285	\$79,072	\$114,420	\$146,342	\$176,177	98.2
Chicago	\$50,273	\$68,952	\$100,391	\$134,129	\$166,256	102.9
Columbus	\$49,969	\$73,240	\$101,354	\$131,734	\$156,508	95.1
Cleveland	\$48,482	\$67,913	\$96,025	\$123,480	\$155,451	96.9
Colorado Springs	\$55,382	\$74,123	\$101,177	\$134,670	\$163,299	107.5
Dallas	\$50,684	\$71,417	\$106,041	\$139,626	\$172,929	99
Denver	\$52,991	\$71,496	\$98,487	\$128,817	\$155,007	115.2
Des Moines	\$53,017	\$70,075	\$96,192	\$122,310	\$145,696	98.4
Detroit	\$53,694	\$75,548	\$100,461	\$133,243	\$151,326	96.5
Hartford	\$42,794	\$57,672	\$76,837	\$99,227	\$123,022	125.7
Houston	\$46,984	\$65,031	\$98,269	\$139,969	\$176,796	97
Huntsville	\$61,345	\$80,197	\$110,272	\$144,409	\$179,077	96.2
Indianapolis	\$44,609	\$60,342	\$86,284	\$117,143	\$145,549	98.4
Kansas City	\$49,709	\$64,862	\$93,864	\$127,075	\$159,240	94
Las Vegas	\$35,999	\$46,886	\$72,081	\$99,748	\$130,634	109.2
Los Angeles	\$34,436	\$47,350	\$70,261	\$96,979	\$124,883	157.9
Memphis	\$44,784	\$59,367	\$88,144	\$122,096	\$159,663	92.3
Miami	\$37,685	\$51,917	\$79,859	\$112,750	\$144,874	111.4
Milwaukee	\$47,029	\$59,533	\$84,361	\$113,272	\$133,613	107.4
Minneapolis	\$54,420	\$73,275	\$99,883	\$126,548	\$156,463	104.3
Nashville	\$44,949	\$60,780	\$88,844	\$126,200	\$157,330	96.2
New Orleans	\$38,464	\$54,877	\$77,616	\$107,919	\$137,345	100.9
New York City	\$45,153	\$63,063	\$91,403	\$126,251	\$160,593	137
Oklahoma City	\$44,974	\$61,395	\$86,198	\$116,791	\$154,045	93.7
Omaha	\$48,789	\$68,893	\$90,012	\$117,903	\$140,648	99.3
Orlando	\$44,311	\$60,900	\$89,575	\$123,436	\$157,175	101.6
Philadelphia	\$45,796	\$62,016	\$87,739	\$117,438	\$148,018	116.8
Phoenix	\$44,838	\$62,371	\$92,156	\$119,643	\$153,751	108
Pittsburgh	\$47,361	\$63,179	\$87,006	\$117,558	\$146,283	102.7
Portland	\$42,535	\$62,829	\$92,053	\$115,406	\$143,966	120.9
Providence	\$41,594	\$57,118	\$78,294	\$105,740	\$140,707	127.2
Raleigh	\$58,672	\$78,875	\$114,828	\$150,202	\$179,639	96.8
Sacramento	\$41,740	\$57,369	\$77,765	\$98,440	\$126,336	135.9
Salt Lake City	\$40,783	\$59,959	\$90,274	\$126,435	\$154,955	104.7
San Antonio	\$45,839	\$62,467	\$91,672	\$123,997	\$153,003	98
San Diego	\$42,364	\$59,793	\$84,675	\$112,472	\$136,409	142.2
San Francisco	\$46,117	\$66,067	\$91,632	\$121,331	\$150,200	164.7
San Jose	\$69,590	\$95,505	\$124,482	\$159,611	\$233,624	145.6
Seattle	\$55,564	\$76,742	\$111,571	\$141,196	\$168,482	122.9
St. Louis	\$47,532	\$63,822	\$93,529	\$125,953	\$154,021	97.9
Tampa	\$42,541	\$60,154	\$89,710	\$119,843	\$149,303	103.3
Trenton	\$47,422	\$66,416	\$96,130	\$120,329	\$148,193	121.9
Washington DC	\$58,667	\$77,145	\$106,712	\$138,736	\$168,009	117.7

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

APPENDIX TABLES – E

INDUSTRY SECTORS

TECH INDUSTRY SECTOR SUMMARY BY STATE

APPENDIX E.1

	<u>PC, Semiconductor, Components Manufacturing</u>	<u>Telecom, Cloud Infrastructure, Data Processing, Hosting</u>	<u>IT & Custom Software Services</u>	<u>Software Product</u>	<u>Total</u>	<u>Projected % change 2024</u>
United States	1,139,889	1,592,601	3,022,721	648,374	6,403,586	3.3%
Alabama	7,920	12,834	4,401	31,104	56,258	2.6%
Alaska	131	3,348	136	2,000	5,615	1.3%
Arizona	36,601	30,788	11,049	53,414	131,852	2.8%
Arkansas	1,590	8,695	607	12,462	23,355	3.5%
California	317,258	282,896	116,730	419,896	1,136,780	2.8%
Colorado	23,512	47,781	20,207	100,813	192,313	3.7%
Connecticut	12,130	17,137	5,253	28,172	62,693	1.3%
Delaware	2,584	2,190	418	6,464	11,656	1.1%
District of Columbia	107	9,318	2,055	24,395	35,875	1.6%
Florida	47,038	95,235	28,764	177,422	348,459	4.0%
Georgia	10,644	69,705	23,727	103,712	207,788	3.4%
Hawaii	235	4,617	445	6,043	11,339	2.4%
Idaho	11,252	5,044	1,882	11,122	29,300	4.3%
Illinois	30,026	49,464	15,857	113,297	208,645	2.6%
Indiana	13,039	15,044	2,802	43,598	74,482	3.4%
Iowa	12,270	9,940	2,043	14,400	38,653	2.0%
Kansas	8,123	10,489	3,233	20,395	42,239	3.2%
Kentucky	3,633	14,220	2,153	21,363	41,369	2.5%
Louisiana	2,710	12,118	1,477	17,093	33,398	4.0%
Maine	2,134	4,469	933	8,130	15,665	4.1%
Maryland	22,390	20,048	6,453	95,058	143,949	2.5%
Massachusetts	55,007	36,977	41,615	98,045	231,644	2.2%
Michigan	21,973	36,831	8,676	59,061	126,541	2.6%
Minnesota	44,488	21,073	9,889	47,465	122,915	1.4%
Mississippi	2,285	6,543	961	8,685	18,474	4.2%
Missouri	13,815	33,709	6,723	52,102	106,350	2.4%
Montana	1,472	3,516	489	6,591	12,068	4.4%
Nebraska	3,684	7,753	5,707	15,744	32,888	2.2%
Nevada	3,942	9,664	4,188	14,876	32,670	5.2%
New Hampshire	16,352	5,658	3,848	19,173	45,031	2.8%
New Jersey	26,449	48,324	12,180	97,946	184,898	2.9%
New Mexico	5,356	5,417	705	8,846	20,323	2.1%
New York	55,309	129,205	37,373	153,182	375,070	4.2%
North Carolina	29,215	45,708	28,520	90,796	194,239	3.9%
North Dakota	1,389	2,464	1,343	3,411	8,607	1.9%
Ohio	21,784	40,216	11,257	86,820	160,077	2.8%
Oklahoma	3,532	13,418	1,290	15,467	33,708	2.2%
Oregon	46,071	15,525	14,228	25,646	101,470	2.9%
Pennsylvania	29,604	49,025	17,911	93,163	189,703	3.0%
Rhode Island	3,830	2,889	892	10,120	17,732	2.6%
South Carolina	7,320	19,212	5,103	29,368	61,003	5.3%
South Dakota	2,358	3,060	149	4,436	10,003	4.3%
Tennessee	7,659	23,209	13,213	37,312	81,393	5.5%
Texas	104,456	147,525	39,623	355,713	647,317	5.0%
Utah	13,495	15,329	17,818	44,005	90,646	5.2%
Vermont	4,200	1,731	1,062	5,376	12,369	1.2%
Virginia	12,511	46,053	9,150	193,325	261,039	2.1%
Washington	18,354	71,282	86,786	90,999	267,422	4.3%
West Virginia	870	4,723	371	6,605	12,569	4.8%
Wisconsin	17,437	19,374	16,518	36,152	89,481	2.1%
Wyoming	340	1,810	159	1,942	4,251	6.4%

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

	<u>PC, Semiconductor, Components Manufacturing</u>	<u>Telecom, Cloud Infrastructure, Data Processing, Hosting</u>	<u>IT & Custom Software Services</u>	<u>Software Product</u>	<u>Total</u>	<u>Projected % change 2024</u>
United States	1,139,889	1,592,601	3,022,721	648,374	6,403,586	3.3%
Albuquerque	4,933	3,306	4,997	371	13,607	1.1%
Atlanta	9,183	50,797	74,193	20,776	154,949	2.2%
Austin	32,647	23,176	76,546	11,589	143,958	5.4%
Baltimore	16,040	6,666	37,937	2,686	63,329	2.2%
Boise	9,638	1,826	6,398	986	18,849	3.2%
Boston	47,606	29,206	82,650	38,492	197,954	1.5%
Buffalo	4,942	2,974	7,405	726	16,047	3.1%
Charleston	403	3,784	6,570	1,747	12,504	4.9%
Charlotte	2,564	16,900	25,187	6,077	50,729	3.6%
Chicago	24,231	34,307	80,434	9,826	148,799	0.7%
Columbus	2,313	9,216	19,991	1,971	33,491	0.9%
Cleveland	5,101	7,372	17,136	1,855	31,463	2.1%
Colorado Springs	3,312	2,164	12,951	1,586	20,012	2.7%
Dallas	46,497	55,814	141,695	14,088	258,095	4.5%
Denver	6,138	35,545	61,732	12,612	116,026	3.8%
Des Moines	1,124	3,380	5,880	691	11,075	1.8%
Detroit	5,913	14,553	32,300	3,711	56,477	-0.7%
Hartford	3,346	6,452	11,900	1,097	22,794	1.7%
Houston	14,350	18,197	47,612	4,579	84,738	2.0%
Huntsville	4,148	1,036	12,169	441	17,794	1.0%
Indianapolis	3,862	6,204	23,555	1,289	34,910	2.8%
Kansas City	11,968	10,570	27,839	2,684	53,060	1.7%
Las Vegas	915	7,034	9,962	2,816	20,727	5.0%
Los Angeles	72,587	69,132	80,665	22,013	244,397	0.3%
Memphis	1,417	2,626	5,208	850	10,101	1.9%
Miami	6,992	28,385	44,762	6,977	87,116	2.8%
Milwaukee	7,793	7,101	10,903	1,336	27,132	-1.4%
Minneapolis	37,275	12,151	36,976	7,127	93,528	0.6%
Nashville	2,615	8,971	16,753	6,694	35,033	5.8%
New Orleans	1,538	3,608	5,343	530	11,021	3.9%
New York City	33,733	139,160	173,291	36,886	383,069	3.9%
Oklahoma City	1,421	4,519	6,863	617	13,421	1.5%
Omaha	791	4,519	8,540	3,324	17,174	-0.2%
Orlando	4,444	13,932	24,123	4,396	46,896	2.5%
Philadelphia	18,240	22,862	41,018	8,321	90,440	0.5%
Phoenix	32,440	25,067	41,570	7,779	106,857	2.3%
Pittsburgh	8,769	7,286	14,769	3,524	34,348	0.4%
Portland	45,298	10,927	21,373	10,664	88,262	2.6%
Providence	5,520	3,871	9,777	1,283	20,451	2.0%
Raleigh	7,704	10,558	23,185	14,044	55,490	2.8%
Sacramento	4,521	5,953	13,444	1,541	25,459	-0.6%
Salt Lake City	7,796	6,931	24,142	9,454	48,323	4.8%
San Antonio	2,784	11,983	15,258	1,076	31,100	3.6%
San Diego	31,973	11,833	29,498	5,975	79,281	1.4%
San Francisco	37,796	97,382	119,704	38,247	293,130	4.5%
San Jose	138,152	61,307	97,222	33,141	329,822	2.6%
Seattle	11,702	61,258	72,206	73,881	219,046	3.5%
St. Louis	3,844	17,958	20,974	3,554	46,331	0.9%
Tampa	11,061	15,771	28,462	5,012	60,306	2.6%
Trenton	954	1,581	4,616	959	8,110	-0.3%
Washington DC	12,660	44,682	188,117	9,742	255,201	0.8%

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 (45%), but many others are employed by organizations across every industry sector or government entity in the U.S. economy (55%).

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-nine 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: <https://www.bls.gov/opub/reports/race-and-ethnicity/2019/home.htm>. To measure overall race and ethnicity characteristics within the tech workforce, this report uses a metric called Simpson's Diversity Index. This index weights two key facets of race and ethnicity within the workforce – richness and evenness (or think of it as depth and breadth) and reflects it in a single metric.

JOB POSTING DATA

Job posting data in this report refers to active job postings – postings that were live during the time period, even if originally posted in a previous period. Quarterly job postings data are estimates and should be viewed as directional. The basic digital skills job postings and advanced digital fluency skills job postings charts are based on skills categorization groupings created by CompTIA using Lightcast employer job posting data.

COST OF LIVING INDEX

The Cost of Living (COL) data in this report is published by Lightcast using baselines from the Council for Community and Economic Research (C2ER) to assess how regional costs of living compare to the nation and to each other. The index (COLI) is comprised of six major categories: grocery items, housing, utilities, transportation, health care, and miscellaneous goods and services. An index rating below 100 translates to a lower relative cost of living, while an index rating above 100 means a higher relative cost of living. For more details, please see [Lightcast methodology page](#).

CompTIA is responsible for all content contained in this report. Any questions regarding this report should be directed to CompTIA Research & Market Intelligence staff at research@comptia.org.

NAICS and SOCs are standard taxonomies developed by and used across government statistical programs. NAICS and SOCs are updated on regular cycles, but because of the pace of change in technology, government taxonomies do tend to lag the market. Additionally, the blurring of lines in technology means there are more gray areas in classification systems. See government sites for more details on NAICS and SOCs.

INDUSTRY CLASSIFICATION BY NAICS (North American Industry Classification System)

IT/Tech Services

423430, 541511, 541512, 541513, 541519, 611420, 811210

Telecommunications, Internet Services and Data Hosting

516210, 517111, 517112, 517121, 517410, 517810, 518210, 519290

Software

513210

Manufacturing: Computer, Peripheral and Communications Equipment, Semiconductors and Electronic Components

333242, 334111, 334112, 334118, 334210, 334220, 334290, 334310, 334412, 334413, 334416, 334417, 334418, 334419, 334510, 334511, 334512, 334513, 334514, 334515, 334516, 334517, 334519, 334610

OCCUPATION CLASSIFICATION BY SOC (Standard Occupational Classification)

Information Technology (IT) Occupations

11-3021, 15-1211, 15-1212, 15-1221, 15-1231, 15-1232, 15-1241, 15-1242, 15-1243, 15-1244, 15-1251, 15-1252, 15-1253, 15-1254, 15-1255, 15-1299, 15-2051, 17-2061, 49-2011



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