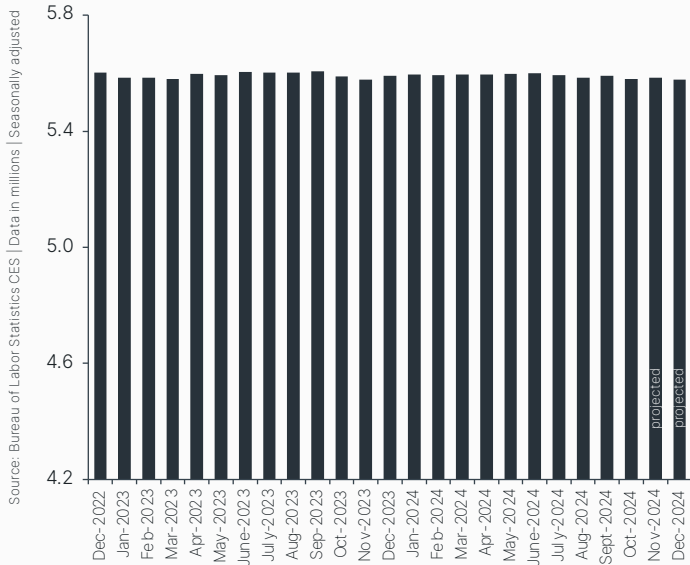
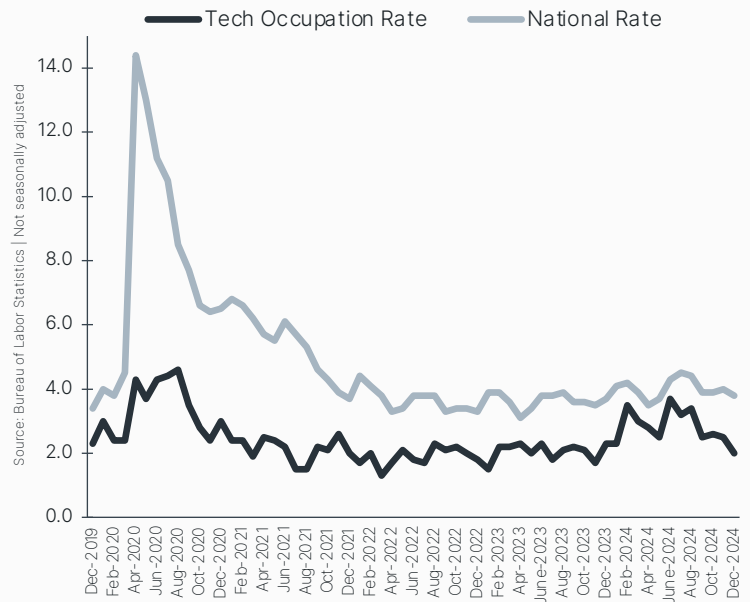


Tech Jobs Report

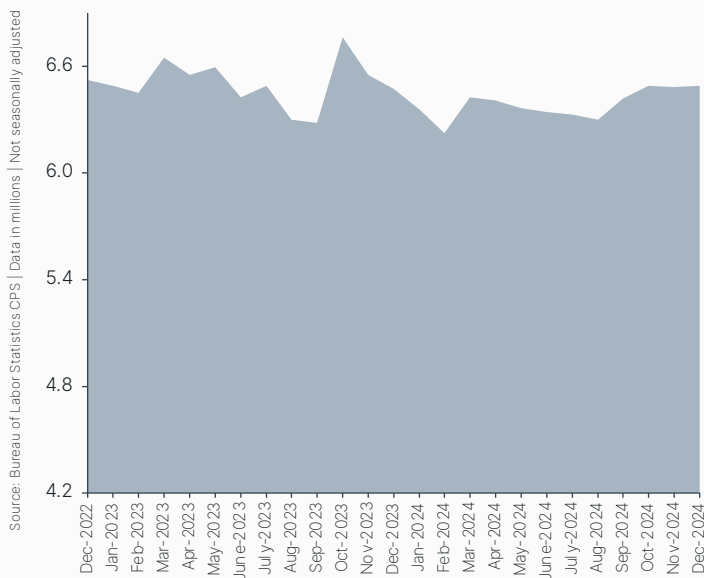
TECH INDUSTRY EMPLOYMENT



UNEMPLOYMENT RATE TRENDING



TECH OCCUPATION EMPLOYMENT



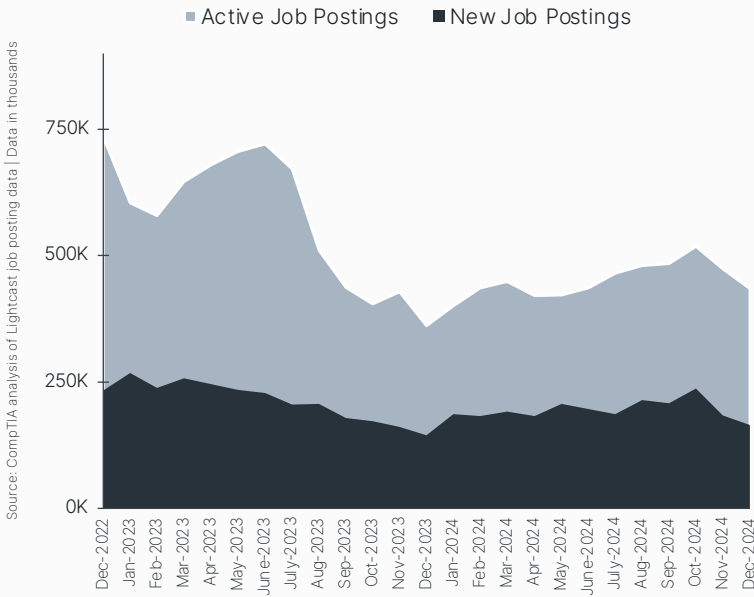
TECH INDUSTRY EMPLOYMENT | TECH JOB POSTINGS

| | DEC | vs. NOV |
|---|-----------|---------|
| TECH SECTOR EMPLOYMENT | | |
| PC, Semiconductor, Components Mfg. | 1,083,100 | -6,200 |
| Telecommunications | 616,100 | -800 |
| Cloud Infrastructure, Data Processing, Hosting | 493,900 | +1,600 |
| Other Info Services, Search, Platforms | 177,000 | -100 |
| IT & Custom Software Services Sys. Design | 2,545,400 | -2,400 |
| TECH JOB POSTING ACTIVITY | | |
| Software Developers and Engineers | 40,455 | -3,521 |
| IT Project Mgt., Cybersecurity Engineers, Other | 37,569 | -4,077 |
| Data Scientists and Data Analysts | 17,159 | -4,256 |
| Tech Support Specialists | 13,774 | -1,190 |
| Systems Analysts | 7,172 | -1,409 |

Source: Bureau of Labor Statistics | CompTIA analysis of Lightcast; job posting data

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

TECH OCCUPATION JOB POSTING VOLUMES



TOP REMOTE TECH JOB POSTINGS

| | DEC | vs. NOV |
|--|---------------|---------------|
| Software Developers | 9,496 | -285 |
| IT Project Mgt., Cybersecurity Engineers | 7,360 | -1,017 |
| Data Scientists | 3,504 | -1,610 |
| Database Architects | 2,002 | +446 |
| Tech Support Specialists | 1,815 | -230 |
| Database Administrators | 1,460 | -246 |
| Systems Analysts | 1,386 | -516 |
| Network Architects | 1,380 | -439 |
| Web Developers | 1,087 | -177 |
| Network and Systems Administrators | 1,026 | -280 |
| SUBTOTAL | 30,516 | -4,354 |

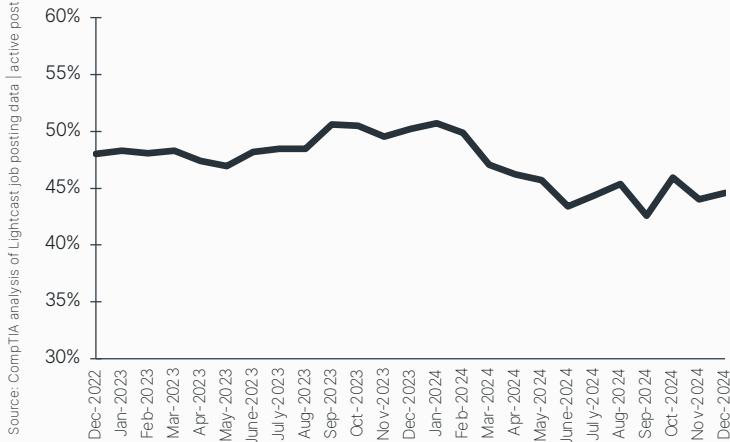
Source: CompTIA analysis of Lightcast job posting data | new postings

TOP REMOTE METROS: TECH JOB POSTINGS

| | DEC | vs. NOV |
|---------------|-------|---------|
| Washington DC | 1,869 | -234 |
| New York | 1,787 | -236 |
| Dallas | 1,192 | -172 |
| Boston | 1,068 | -253 |
| Chicago | 994 | -208 |

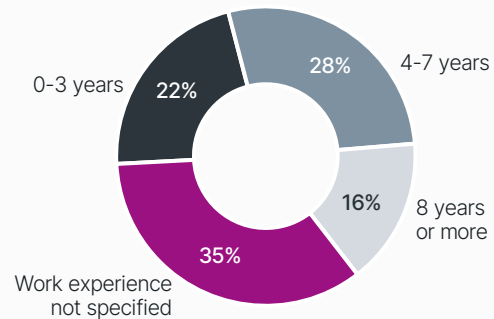
TECH HIRING NOT SPECIFYING 4-YR DEGREE

% of total tech job postings not specifying candidates require 4-yr degree



TECH HIRING BY YEARS OF EXPERIENCE

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



TOP TECH JOBS FOR < 4-YR DEGREE

| % of active postings not requiring 4-yr degree % of total | DEC |
|---|-----|
| Network Support Specialists | 85% |
| Tech Support Specialists | 72% |
| Network and Systems Administrators | 49% |
| Web and UI/UX Designers | 50% |
| Database Administrators | 48% |

HIRING FOR DEDICATED AI/ML JOB TITLES

| | DEC |
|---------------|-----|
| San Jose | 14% |
| New York | 9% |
| San Francisco | 8% |
| Seattle | 8% |
| Washington DC | 5% |

Source: CompTIA analysis of Lightcast job posting data

Source: CompTIA analysis of Lightcast job posting data

TOP STATES: TECH JOB POSTINGS

| | DEC | vs. NOV |
|-----------------|---------------|----------------|
| California | 17,164 | -3,462 |
| Texas | 15,828 | -1,286 |
| Virginia | 10,146 | -944 |
| New York | 8,454 | -731 |
| Florida | 7,653 | -281 |
| Illinois | 6,194 | -1,180 |
| Washington | 5,500 | -1,201 |
| North Carolina | 5,497 | -882 |
| Georgia | 5,457 | -907 |
| Maryland | 5,374 | -60 |
| SUBTOTAL | 87,267 | -10,934 |

TOP METROS: TECH JOB POSTINGS

| | DEC | vs. NOV |
|-----------------|---------------|----------------|
| Washington DC | 10,701 | -933 |
| New York | 9,983 | -1,618 |
| Dallas | 6,970 | -920 |
| Boston | 4,837 | -720 |
| Chicago | 4,799 | -1,034 |
| Atlanta | 4,720 | -771 |
| Los Angeles | 4,654 | -770 |
| Seattle | 4,059 | -948 |
| San Jose | 3,860 | -1,067 |
| Austin | 3,616 | +60 |
| San Francisco | 3,599 | -1,270 |
| Baltimore | 3,298 | -89 |
| Phoenix | 2,998 | -230 |
| Denver | 2,968 | -336 |
| Philadelphia | 2,902 | -599 |
| Minneapolis | 2,752 | +87 |
| Houston | 2,518 | -526 |
| Charlotte | 2,129 | -490 |
| Miami | 2,109 | -136 |
| Columbus, OH | 1,944 | -196 |
| SUBTOTAL | 85,416 | -12,506 |

TOP INDUSTRIES: TECH JOB POSTINGS

| | DEC |
|--|--------|
| Professional, Scientific, and Technical Services | 40,028 |
| Administrative and Support Services | 19,245 |
| Manufacturing | 15,399 |
| Finance and Insurance | 12,872 |
| Information | 9,887 |

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

TOP STATES: TECH JOB POSTINGS CHANGE

| | DEC | vs. NOV |
|-----------------|---------------|-------------|
| North Dakota | 622 | +111 |
| Minnesota | 3,177 | +105 |
| South Dakota | 595 | +82 |
| Utah | 1,796 | +80 |
| Montana | 749 | +29 |
| Tennessee | 2,697 | +21 |
| Nevada | 1,320 | +20 |
| Oklahoma | 1,354 | +3 |
| Nebraska | 1,106 | -30 |
| Hawaii | 664 | -55 |
| SUBTOTAL | 14,080 | +366 |

TOP METROS: TECH JOB POSTINGS CHANGE

| | DEC | vs. NOV |
|------------------|---------------|-------------|
| Minneapolis | 2,752 | +87 |
| Austin | 3,616 | +60 |
| San Antonio | 1,127 | +52 |
| Salt Lake City | 1,196 | +46 |
| Sacramento | 1,165 | +46 |
| St. Louis | 1,290 | -15 |
| Virginia Beach | 964 | -31 |
| Tampa | 1,511 | -32 |
| Columbia | 744 | -38 |
| Pittsburgh | 1,333 | -48 |
| Cleveland | 907 | -64 |
| Indianapolis | 1,280 | -66 |
| Oklahoma City | 844 | -70 |
| Orlando | 1,049 | -85 |
| Baltimore | 3,298 | -89 |
| Milwaukee | 1,034 | -114 |
| Providence | 886 | -128 |
| Miami | 2,109 | -136 |
| Colorado Springs | 925 | -148 |
| Des Moines | 802 | -153 |
| SUBTOTAL | 28,832 | -926 |

INDUSTRY SPOTLIGHT: MANUFACTURING

| Top metros for mfg. sector hiring of tech roles | DEC |
|---|-----|
| San Jose | 911 |
| Washington DC | 788 |
| Boston | 595 |
| Los Angeles | 506 |
| Dallas | 481 |