**Industry data:**

5-Squared have a range of career outlooks. This next few paragraphs will analyse the relevance of the chosen career paths and what skills an employer is likely to look for in an employee.

The jobs that 5-squared members are aiming for consist of:

* Full stack developer
* Network and systems administrator
* Cyber security engineer
* Financial planner

When industry data taken from burning glass is used to gauge the demand for such roles within the industry it is good to see that all the I.T related careers that 5-squared are seeking, have healthy demand. Both Chris and Mathew as systems administrators rank at 8th in the list and Wayne at 17th as a Full stack developer. As Will is looking for a career in the financial industry the data is not relatable to him.

The data collected also goes into detail a bout how the I.t specific skills within the careers of choice are ranked in terms of demand from employers. In terms of a group set of skills that are I.T related it would be seen that all members would require a sound understanding of software engineering, Microsoft office and windows packages, and basic scripts such as python, java. As we look deeper at the different directions of the chosen careers it is seen that skill sets will vary with Wayne requiring a wide array of competencies in different programming languages than what Chris and Mathew would.

Wayne will use his knowledge to develop new projects while Chris and Mathew will use their knowledge of systems to make sure they can ensure their assigned systems are functioning correctly and without drama. Wayne’s skillset being so broad, it is likely that some of the skills such as SQL, Javascript, Microsoft Windows which he will be required to possess will be in high demand whilst some of the other systems python, GIT and Oracle are not as commonly required, either way a full stack developer needs to have this broad skillset so they can interact with developers on different projects that have a more concentrated stack skillset. Chris and Mathew’s skillset are also quite broad but in different areas. Their skillsets are based with the sound knowledge of Microsoft windows, and technical support which are both quite high on the demand list.

General skills are quite prominent in the ideal careers of the 5-squared group. When the ideal Careers are broken down into skills and referenced against the burning glass data it is seen that many skills such as communication skills, Problem solving, organisational skills and team work are in demand by all of the chosen careers. Wayne and Will require a general skillset with more Management and interpersonal skills as they will generally be spearheading a team and interacting with higher management or a client directly, so communication and leadership skills are imperative. Chris and Mathew require a wide array of different skills relating to completing tasks in a timely manner within a team environment, they need to work to a high standard and be detail orientated, they need good analytical skills and excel with their troubleshooting abilities to keep their systems running optimally. Overall the careers that 5 squared are aiming for all require broad skillset, general interpersonal skills and teamwork are imperative and the rest of the skills are all in good demand.

The three highest ranked I.T related skill that are not required in our group skillset are

* SAP
* Microsoft c#
* Scrum

Due to the broadness of skills required by Wayne, Chris and Mathew these are the few skills that were left being un-utilised.

The three highest ranked general skills that are not required in our group are:

* Writing
* Creativity
* Mentoring

Due to most of the careers utilising online systems the need for writing is not needed, creativity is generally not needed as there is generally a framework in which to work with in development of software, maintenance and implementation. Also the knowledge of the members will be built up over their education and mentoring skills in these roles is just not needed.

The 5-squared group after reviewing the burning glass data are still committed to their ideal careers. They feel the skillsets required and demanded by the industry are tangible and within reach within the near future once they further their education and gain further experience within the industry.