



# Tech Industry Outlook





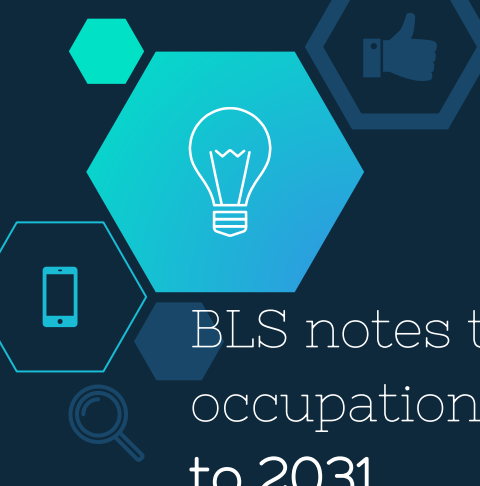
# Outlook for 2023

Experts note that tech employment growth is slowing, but not because of a lack of demand but a lack of available talent as record unemployment is stripping supply.

CompTIA notes that year-to-date tech employment is poised to exceed 2021 by 22%.




# Outlook for 2023



BLS notes that computer and information technology occupations are still projected to **grow 15 percent from 2021 to 2031**

Software developer jobs will increase by 25% through 2030.

The projected future growth rate for all web developers and digital designers is 23% through 2031





# COVID & the Job Market

- 2022 has given us the **tightest labor market on record**, with around two job openings for every unemployed person.
- To combat labor shortages, employers have **lowered the experience requirements** for many roles
- Employers who once insisted on **five years** of prior experience are opening doors for first-time job seekers and especially those who demonstrate **the ability to learn quickly** and the **ability to work independently**



**ZipRecruiter**

2022 The Job Market  
Outlook for Grads

<https://www.ziprecruiter.com/grad-report>

# COVID & the Job Market

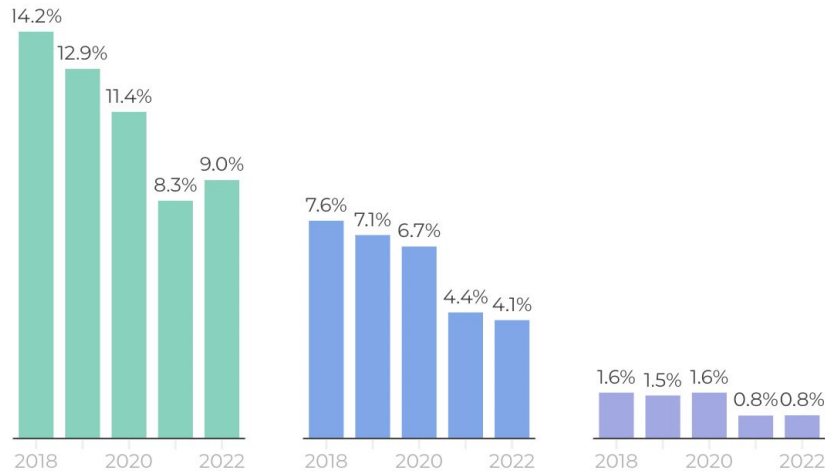
## Employers are increasingly considering candidates with less experience

% of jobs on ZipRecruiter with the following requirements

Bachelor's

5 years of experience

10 years of experience



Source: ZipRecruiter, Inc. internal data, Jan. 1 2018–Apr. 30 2022. • Data for 2022 are from Jan 1, 2022–Apr. 30 2022 only.



ZipRecruiter

2022 The Job Market  
Outlook for Grads

# New Findings

## Key Findings:

- Most (68%) of software engineers are not concerned they'll lose their jobs in the next six months.
- Software engineers received a higher proportion of interview requests (IVRs) for remote roles than for local ones in 2022
- Layoffs didn't rock the demand for remote talent
- The most in-demand skill was **Ruby on Rails**, with engineers skilled in this framework and scripting language receiving 1.64x more interview requests compared to the marketplace average.
- Ruby on Rails bumped Go from first place in 2022's report to fourth this year.

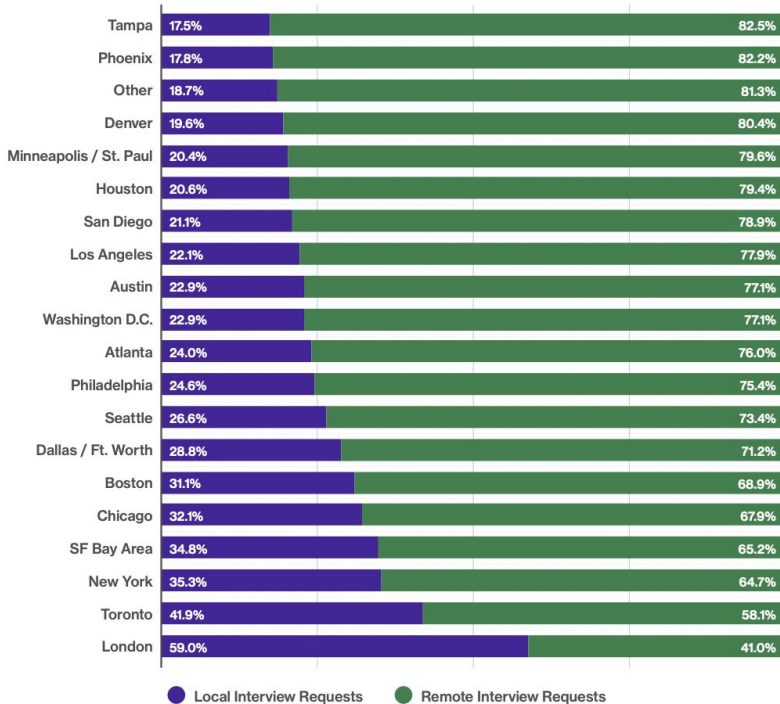
<https://hired.com/state-of-software-engineers/2023/>

Hired

2023 State of Software  
Engineers

# New Findings

Local vs. Remote Interview Requests by Market



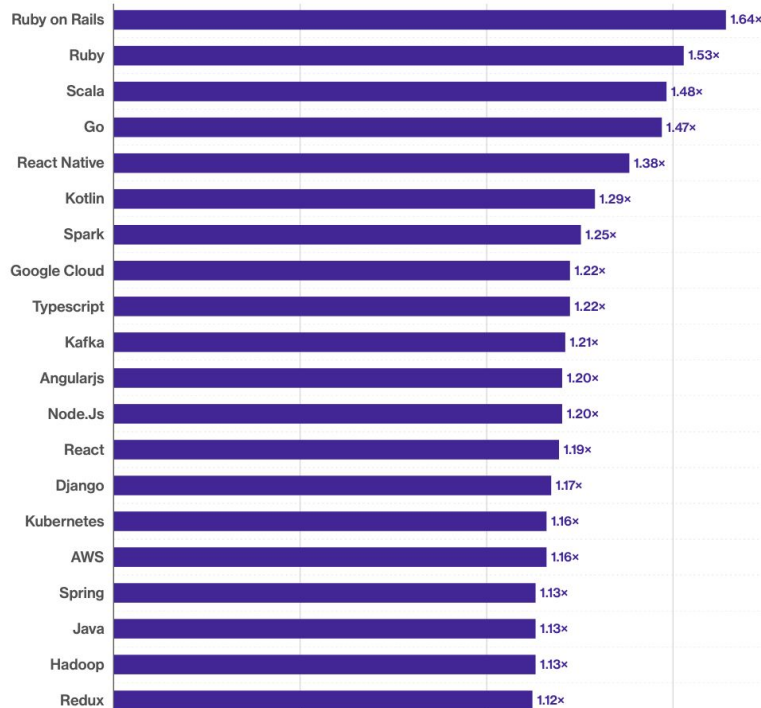
<https://hired.com/state-of-software-engineers/2023/>

Hired

2023 State of Software Engineers

# New Findings

Demand for Coding Skill vs. Hired Marketplace Average Demand



<https://hired.com/state-of-software-engineers/2023/>



# New Findings

## Top 10 Entry-Level Job Titles With The Highest Share Of Remote Postings In 2021

Rank	Title	Percent Of Total <sup>13</sup>
1	Claims processor	82.0%
2	Mortgage loan officer	78.7%
3	Entry level engineer	42.9%
4	Life insurance agent	34.4%
5	Legal document specialist	32.6%
6	Talent agent	31.5%
7	Finance advisor	24.7%
8	Health information specialist	17.0%
9	Sales consultant	16.6%
10	Financial sales professional	16.3%

# New Findings

Job Title	Current Average Wage (As Of May 1, 2022) <sup>2</sup>	Number Of Open Entry-Level Roles (As Of May 1, 2022, Rounded To The Nearest 10,000) <sup>2</sup>
Sales Representative	\$41,746	220,000
Software Engineer	\$67,751	210,000
Software Developer	\$57,646	180,000
Engineer	\$49,110	180,000
Business Analyst	\$39,106	130,000
Recruiter	\$34,018	120,000
Finance	\$42,734	120,000
Marketing	\$38,699	60,000
Accountant	\$40,777	60,000
Account Executive	\$43,244	50,000

**ZipRecruiter**

2022 The Job Market  
Outlook for Grads



# New Findings

Industry	YoY Growth In Job Postings	Current Average Wage <sup>10</sup>
Arts and Entertainment	58.24%	\$59,723
Technology	56.03%	\$62,326
Engineering	43.23%	\$106,860
Business	33.53%	\$73,229
Science	26.73%	\$74,162
Education	23.69%	\$41,515
Legal	20.54%	\$45,927
Non Profit	20.22%	\$55,292
Manufacturing	19.60%	\$27,246
Real Estate	19.34%	\$70,778
Tourism	19.27%	\$52,657
Energy and Environment	19.02%	\$60,313
Construction	15.78%	\$34,514
Personal Care	14.09%	\$28,247
Food	10.87%	\$38,878

ZipRecruiter

2022 The Job Market  
Outlook for Grads

# New Findings

## Average Salaries by Tech Hub

Rank	Metro Area	2021	Change from 2020
1	Silicon Valley, CA	\$133,204	▲ 5.0%
2	Seattle, WA	\$118,729	▲ 11.2%
3	New York, NY	\$115,510	▲ 1.1%
4	Boston, MA	\$114,959	▲ 3.5%
5	San Diego, CA	\$114,801	▲ 4.4%
6	Denver, CO	\$114,096	▲ 8.7%
7	Los Angeles, CA	\$113,658	▲ 10.2%
8	Baltimore/Washington D.C.	\$112,697	▲ 2.9%
9	Austin, TX*	\$109,176	▲ 4.6%
10	Atlanta, GA	\$107,515	▲ 13.9%

<https://www.dice.com/recruiting/ebooks/dice-tech-salary-report-explore/cover/>

**Dice**

2022 Tech Salary Trends

# New Findings

## Average Salaries by Occupation

Occupation	2021	Change from 2020
IT Management CEO, CIO, CTO, VP, Dir.	\$151,983	▲ 6.0%
Systems Architect	\$147,901	▲ 5.1%
Cloud Architect/Engineer	\$140,571	▲ 3.0%
Cyber Security Engineer/Architect	\$135,059	▲ 0.5%
Data Architect*	\$128,835	▼ 3.2%
Business/Management Consultant	\$126,531	▲ 4.0%
Program Analyst/Manager	\$123,755	▲ 0.8%
Data Scientist*	\$120,650	▲ 0.6%
Product Manager	\$120,323	▼ 0.2%
Software Developer	\$120,204	▲ 8.0%
Devops Engineer*	\$119,201	▲ 3.5%
MIS Manager	\$119,186	▼ 1.0%
Project Manager	\$118,517	▲ 1.4%
Data Engineer	\$117,295	▼ 1.1%
Systems Engineer	\$112,407	▼ 0.8%

Dice

2022 Tech Salary Trends

# New Findings

Skill	2021	Change from 2019
CSS	\$106,271	6.8%
HTML5	\$109,619	8.2%
Java Script	\$109,833	8.9%
Postgres	\$128,015	6.7%
ReactJS	\$120,946	4.4%
Ruby	\$128,689	12.0%

Dice

2022 Tech Salary Trends

<https://www.dice.com/recruiting/ebooks/dice-tech-salary-report-explore/skills-appendix/>



# Find a survey about wages

- Entry level expectations
- etc



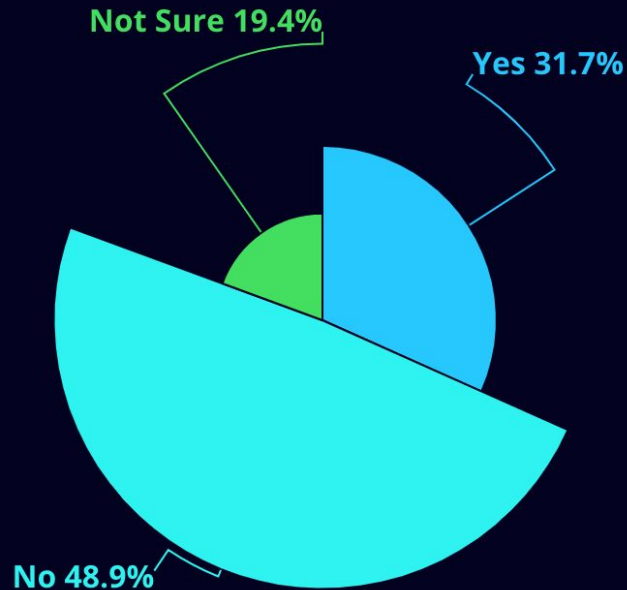
**Survey Title**

202X Wages

<https://www.changethis.com>



Have you hired a developer that learned their coding skills from a bootcamp?



Source: HackerRank 2020 Developer Skills Report

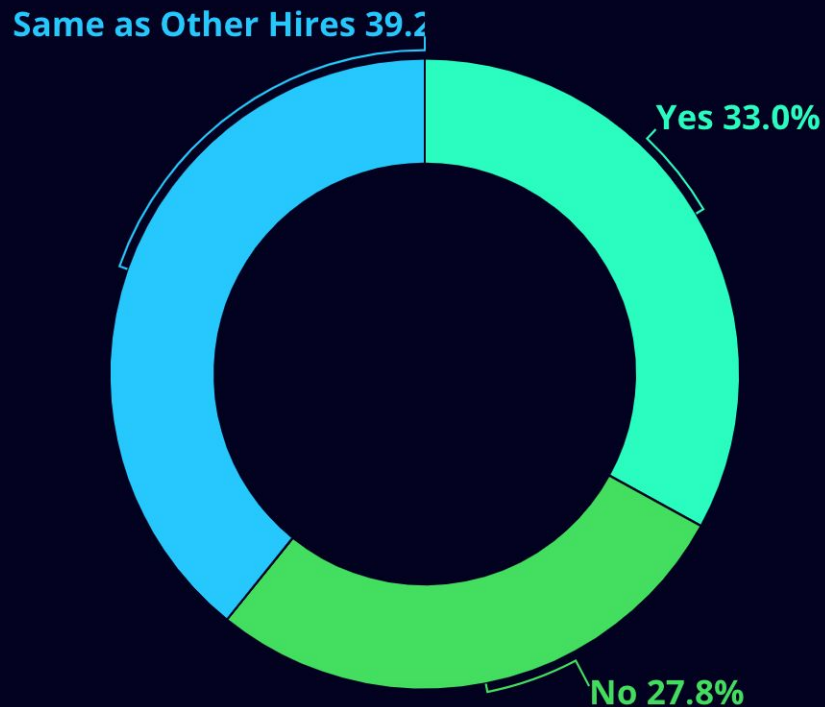




In fact: 72% of hiring managers that have hired a bootcamp grad felt they were equally or better equipped for the job than other hires. According to managers, the top reasons bootcamp grads exceed are:

1. Ability to learn new technologies & languages quickly (71%)
2. Strong practical experience (61%)
3. Eager to take on new responsibilities (52%)

Do you find bootcamp grads are better equipped for the job than other hires?





## Tech Support Roles

- Technical Support Engineer/Specialist
- QA Engineer
- DevOps Engineer

## Design Roles

- Web Designer
- UI Designer
- UX Designer
- Design Technologist
- Graphic Designer
- Content Strategist

## Tech Adjacent Roles

- SEO Strategist
- SCRUM Master/Project Manager
- Product Manager
- Customer/Client Success Specialist

## Developer Roles

- Web Developer
- Back End Developer
- Front End Developer
- Full Stack Web Developer
- Applications Developer
- Mobile Developer
- Software Engineer/Developer
- Data Engineer/Scientist

More Than  
Just Web Dev



# Sourcing Opportunities



slack



ZipRecruiter



*Dice*<sup>®</sup>

glassdoor<sup>®</sup>



otta

indeed<sup>®</sup>



TECH JOBS  
FOR GOOD

LADDERS

<https://randallkanna.com/job-sites-for-developers/>



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<https://www.linkedin.com/pulse/state-junior-development-job-market-sam-elder/?trackingId=fssCQnP%2FQFEW0AhiOTLINNw%3D%3D>

<https://randallkanna.com/job-sites-for-developers/>

<https://hired.com/state-of-software-engineers/2023/>





# Wrapping Up Day 1

Things to do:

- Life Maps: graphical representation of the experience that you can include in your portfolio
- 10 Transferable Skills and the time you demonstrated them
- Elevator Pitch and internalize what you would say
- Setting up alerts on job listing sites
- prep for Portfolio Demo

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