**Industry data**

**Ranking of skills and frequency in job posts from Burning Glass Technology.**

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| --- | --- |
| **Common Skills Require in IT** | |
| **General** | **IT Specific** |
| * Strong communication skills * Problem solving * Critical thinking * Ability to work in a team * Leadership skills * Analytical skills | * SQL * Java * Business/data analysis * Business support |

After analysing the IT skills require for our group members’ website, the commonly require skills are SQL, programming language (java, C++, python), business support and business analyse.

Referencing from the data given the top 3 ranking base on frequency of job post for IT specific skills follow in this order:

1. SQL (3,570)
2. Java (2860)
3. Business analyst (2096)

The ranking of top 3 general skills is ranked in the following order:

1. communication skills (9,362)
2. writing (3,614)
3. problem solving (3,375)

The top three ranked IT specific skills not required in our skillset are as followed:

1. JavaScript (2,946)
2. Microsoft Windows (2,699)
3. Project management (2,252)

The highest ranked general skills not require in our skillset are as followed(Burring Glass Technology, 2018):

1. Organisational skills (3,513)
2. Planning (2,639)
3. Troubleshooting (2,372)

The observational information gathered from the data and utilising calculation we can make a comparison in general skills that are require and skills were not required. Overall our team members understand the soft skills that is expected of them order work in their ideal career. This can be seen in the 3 skills we listed (SQL, which is rank in the top 5 most in demand.

The difference between require and unrequired in the general job listing is quite high with a percentage of 16.15%. This demonstrate our team member understandably knows the general skills that is require of them to be the ideal candidate for their chosen career. However, there is noticeable lack of emphasis put in organisational skills or planning. This is a skill that our group can work on.

The difference between our group’s require IT skills and unrequired IT skills has shown only a marginal difference of 0.07%. This propose a hypothesis on current skills and knowledge they have on IT skills are quite low. This is understandably due to fact we are taking a first-year undergraduate subject. Our current knowledge does not meet the demand of their ideal job with an overall low percentage which as a group we need sufficient improvement.

The red colour bar graph represents our team member ideal job and their number job posting on public forum (Burning Glass Technology, 2018)

**Ranking and titles of individual member’s ideal job.**

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| --- | --- | --- | --- |
| **Name** | **Job title** | **Amount of job post** | **Job ranking (total 25)** |
| Wenjun | System analyst | 11,492 | 3 |
| Mitchell | Operation and infrastructure administrator | 9,830 | 4 |
| Tim | IT Manager | 3,749 | 10 |
| Tyson | Cyber Security analyst | 2,914 | 13 |
| Eenu | System Support analyst | 1,716 | 17 |

As we can see from the table presented above 2 members have selected job titles rank in the top 5 another in top 10 and the lowest rank 17. The total amount of job post is 28,981 out of 121,997. This equates to a percentage 23.76% for the chance for the team to have their ideal job be open for hiring base on the data provided. While, this percentage can be higher for example if software developer was to be included than our chance of finding our ideal job increases as well.

However, we believe another alternative to increase our percentage of finding our ideal job is to continue improve the soft skills and IT skills that is require but also skills and knowledge that may not be require for example continue to improve our other skills like organisational skills, learning python.

Overall, we are currently lacking in skill and knowledge to be hired for our ideal job, but we have a clear understanding of the expectation on us. We utilise this knowledge by further looking for ways to improve so our chances of getting hired increase. While it is important to acknowledge that changing our ideal job can certainly increase our chance finding a job, but it will not be our ideal job. Therefore, continuing to improve is the best is the best chance to getting into our ideal job.

Referencing

1. Burning Glass Technology, *Labour Insight Jobs – Top Titles,* electronic dataset, Burning Glass Technology, viewed 18 April.
2. Burning Glass Technology, *Labour Insight Jobs – Skills in Greatest Demand (General skills),* electronic dataset, Burning Glass Technology, viewed 18 April.
3. Burning Glass Technology, *Labour Insight Jobs – Skills in Greatest Demand (IT specific), electronic dataset, Burning Glass Technology,* viewed 18 April.