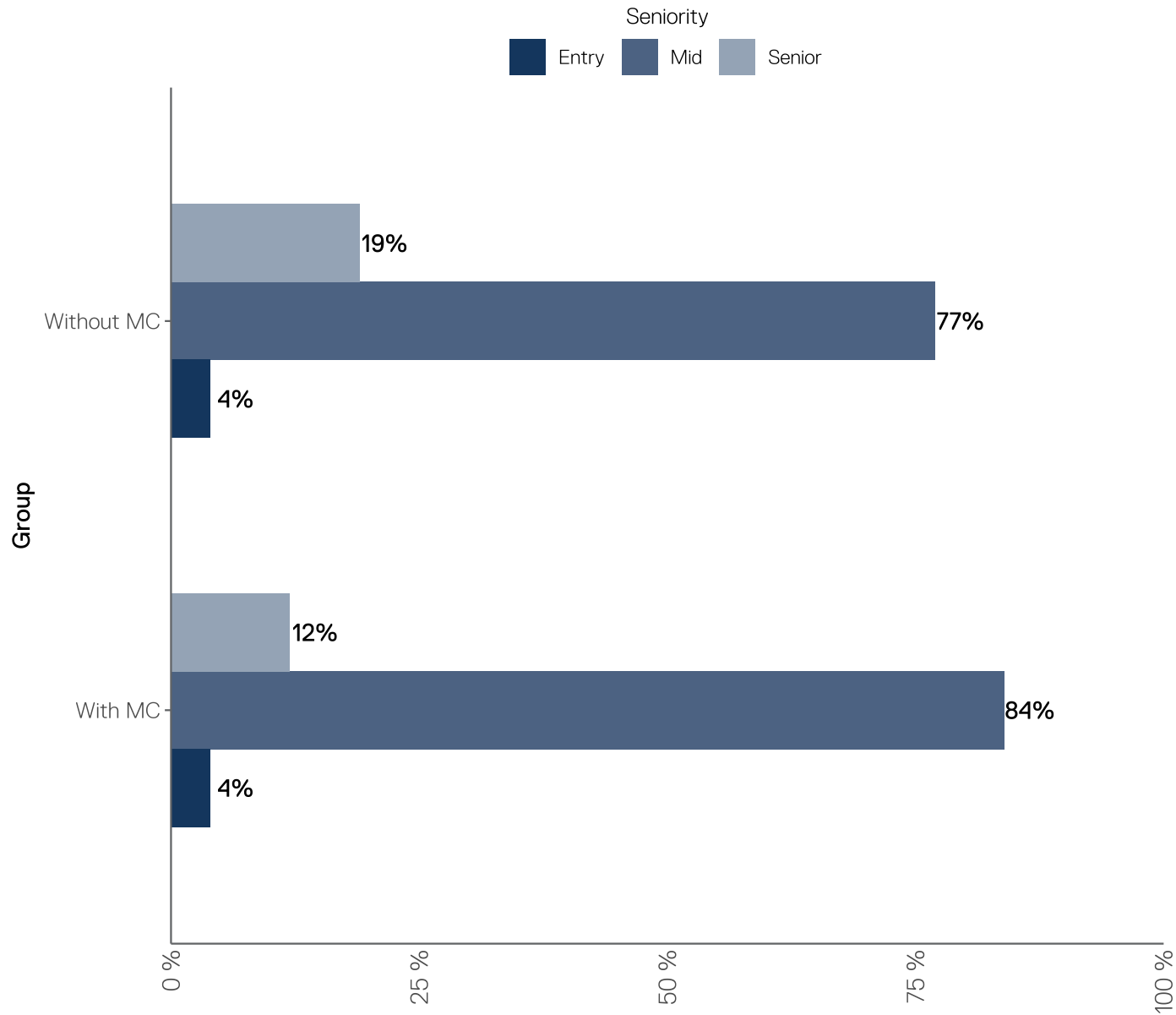


**Figure 10**

**Software Professionals: Normalized Professionals  
By Seniority**



Source: LinkedIn Talent Insights Data, July 2023