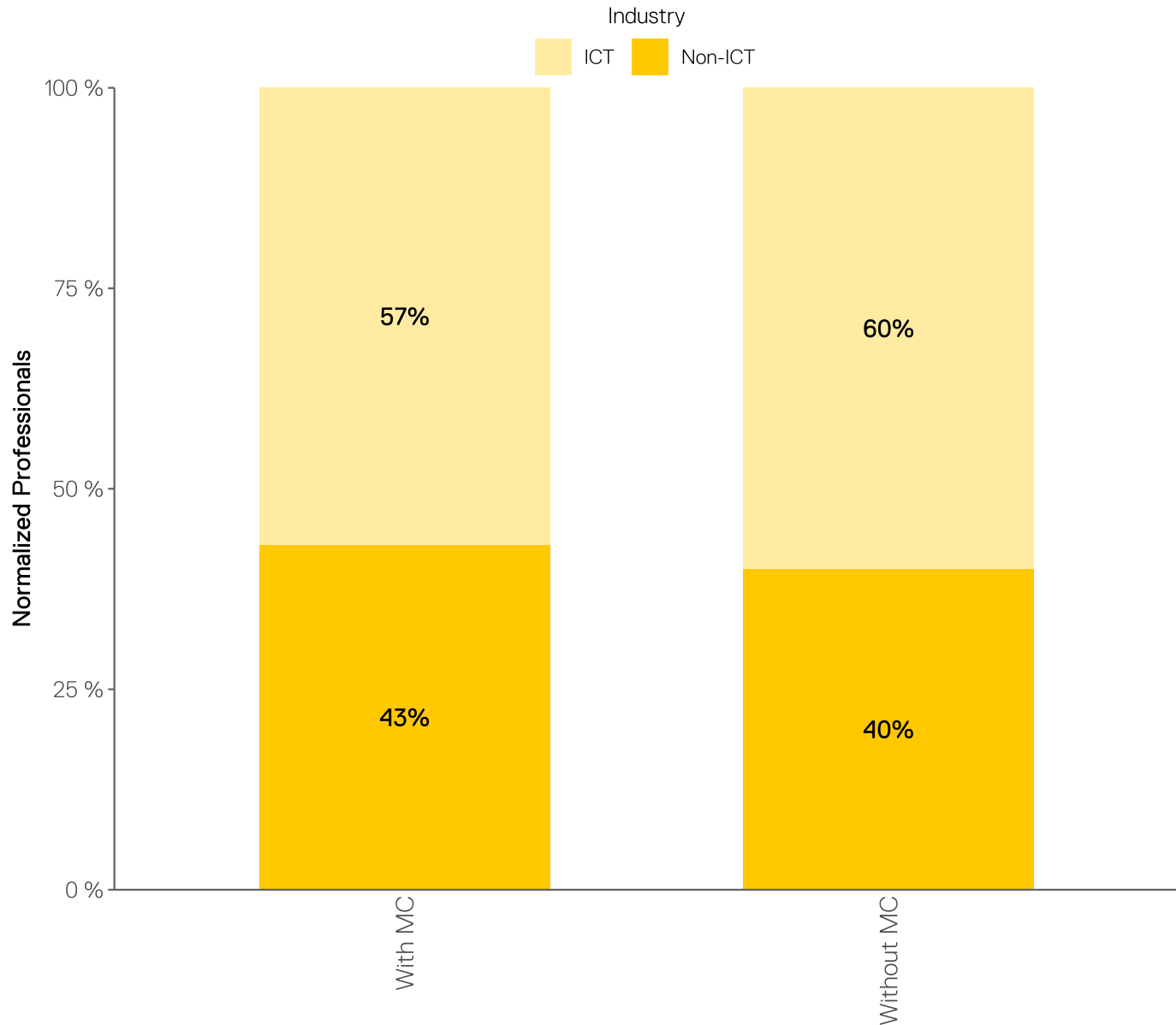


**Figure 14**

**Software Professionals: Normalized Professionals  
In ICT**



Source: LinkedIn Talent Insights Data, July 2023