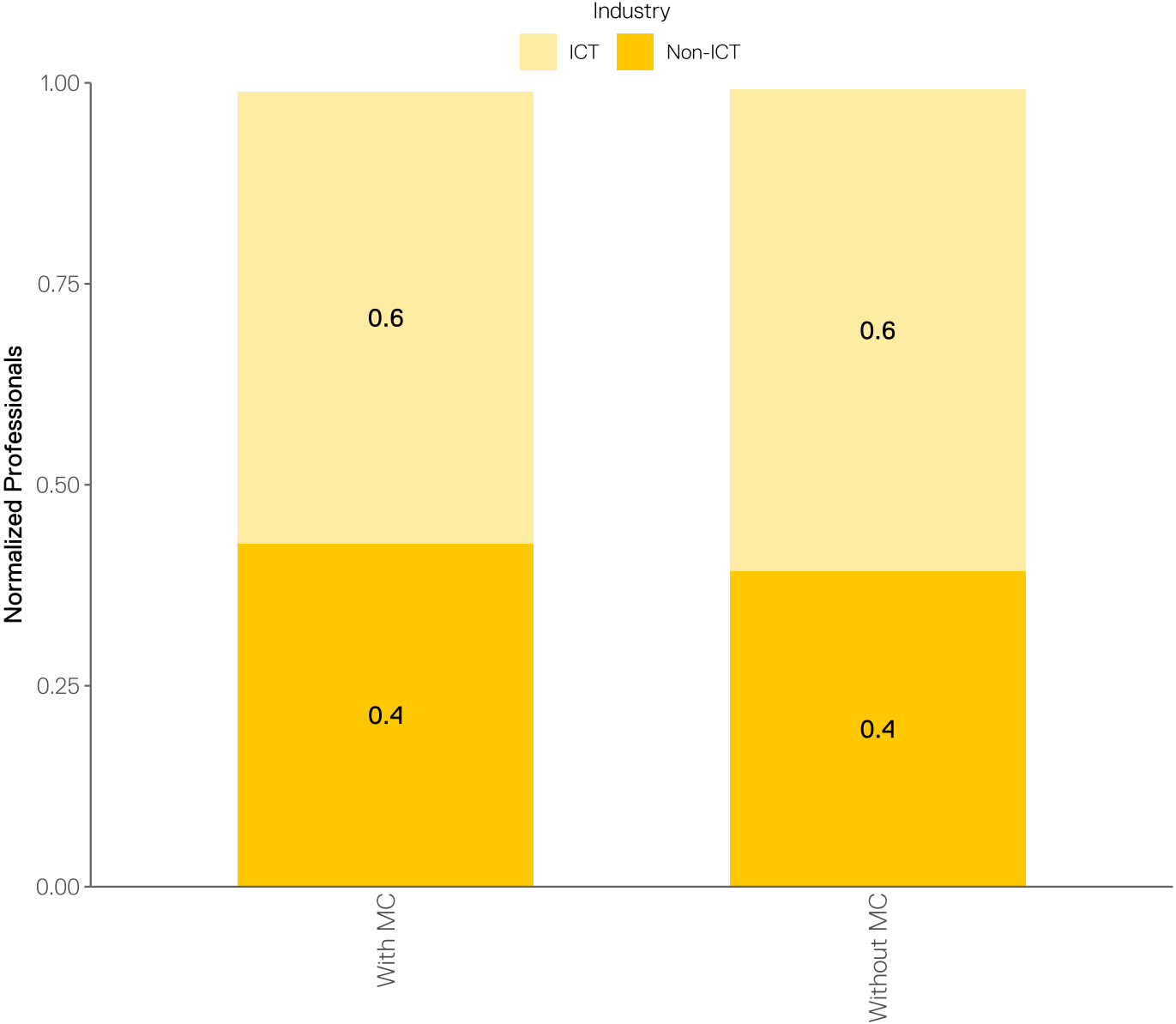


Figure 14

Software Engineers: Normalized Professionals
In ICT



Source: LinkedIn Talent Insights Data, July 2023