Figure 5 Comparison of largest differences in skills between with and without MCs Group Without MC With MC **29.**6% Web Development --12.7% Software Development **38.**6% React.js **30.**2% Node.js Common Skill Java -30.7% **24.**5% Express.js Cascading Style Sheets (CSS) **29.**4% -21.8% C++-17.0% C# -16.8% C (Programming Language) .20% 20% 40% %0

Source: Linkedin Insights Data