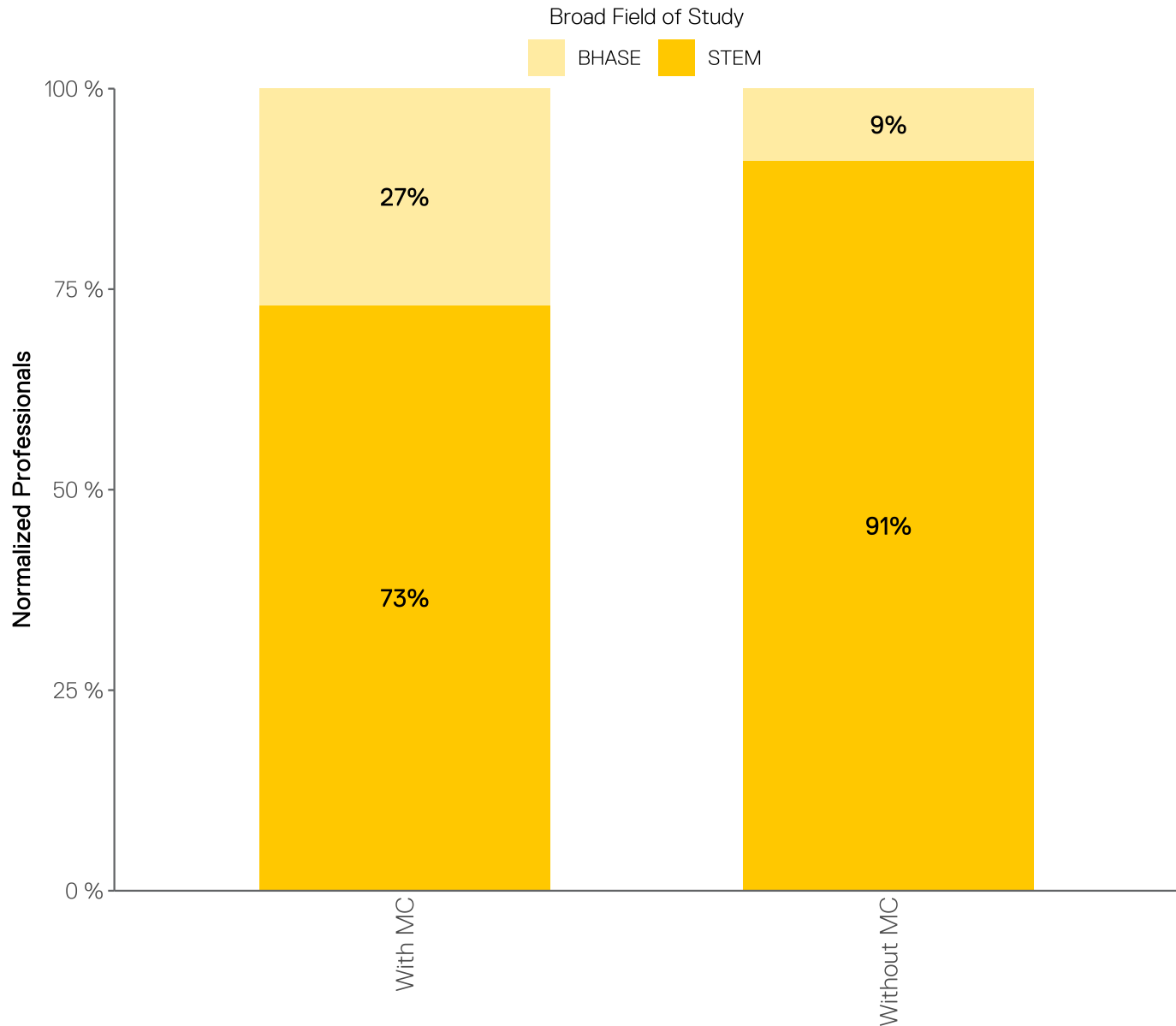


Figure 4

**Software Professionals: Normalized Professionals
In STEM and BHASE**



Source: LinkedIn Talent Insights Data, July 2023