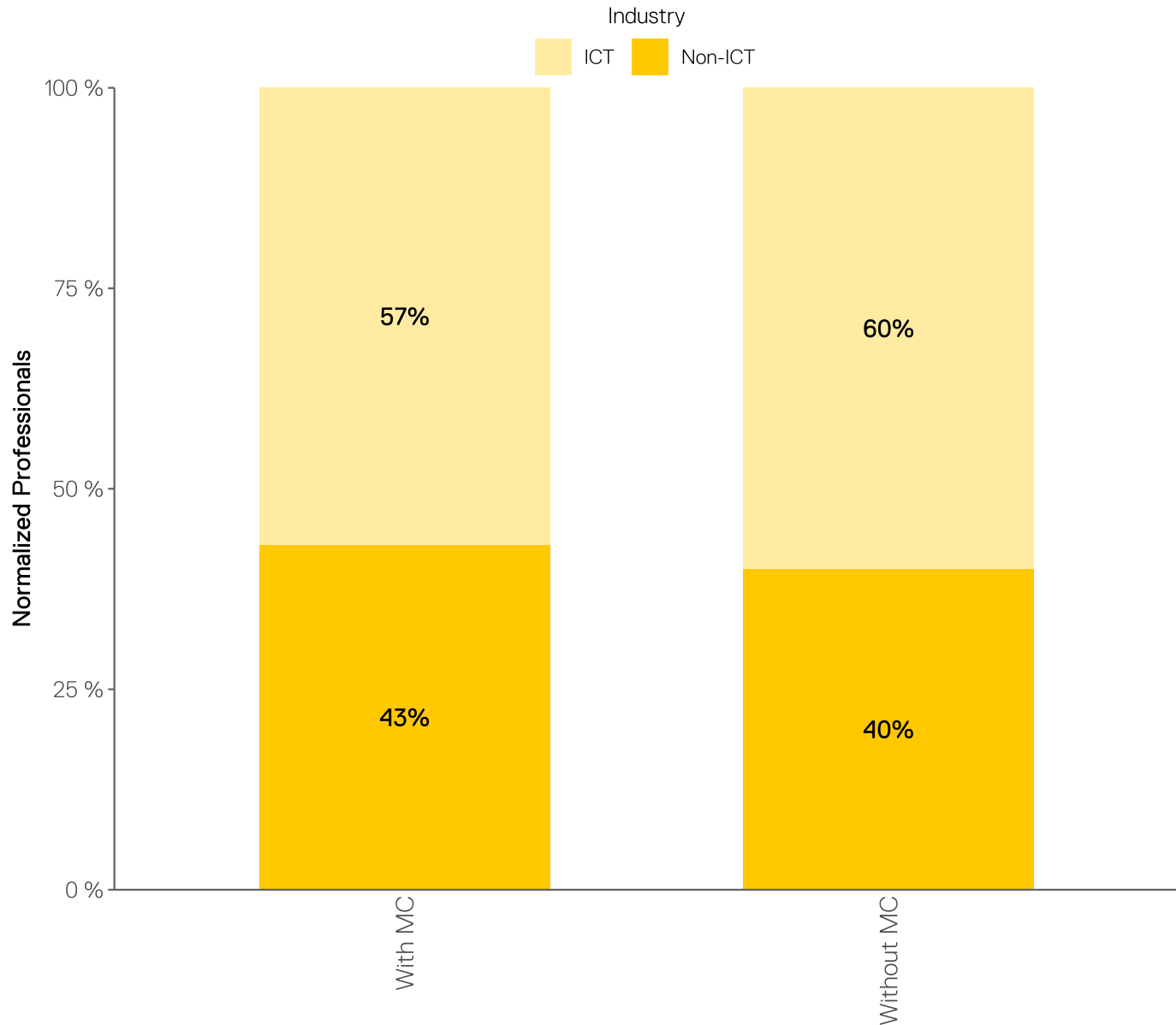


Figure 14

**Software Professionals: Normalized Professionals
In ICT**



Source: LinkedIn Talent Insights Data, July 2023