



# IT Labor Trends Report

Q4 2024





## AND THE SURVEY ALSO SAYS...

Last quarter I introduced you to our latest research, the 2024 Work Futures Study, and the compelling findings surrounding the use of AI in the hiring process. Now, I'm happy to share further findings regarding a vital key to business success – company culture.

Company values and culture are key to business success. However, employers in our study ranked “cultural fit” as least important when hiring new employees. It's disheartening and hard to imagine, particularly as research from Gartner, among others, finds employees must be both aligned and connected to organizational culture for it to truly succeed.

Cultural fit is a key aspect of creating a more meaningful experience and shared beliefs and values between employees and their employers – and it is linked to key outcomes such as job satisfaction, organizational commitment, job performance, and retention. Yet, our research finds:

- While 62% of workers say they underwent skills assessments for their current job. Only 43% say they underwent values or culture assessments.
- 22% of workers ranked “values/soft skills/cultural fit”

as most important when employers are hiring new employees, while employers ranked cultural fit as least important.

- Less than half (47%) of workers agree their employers measure employee sentiments regarding their success/failure in living the company's values and culture.

I believe there is a business case to be made for treating company values and culture like a line item on a balance sheet, including KPIs, measurements, ROI on values efforts, and putting in place methods to hold leaders and teams accountable for living the company's values and culture.

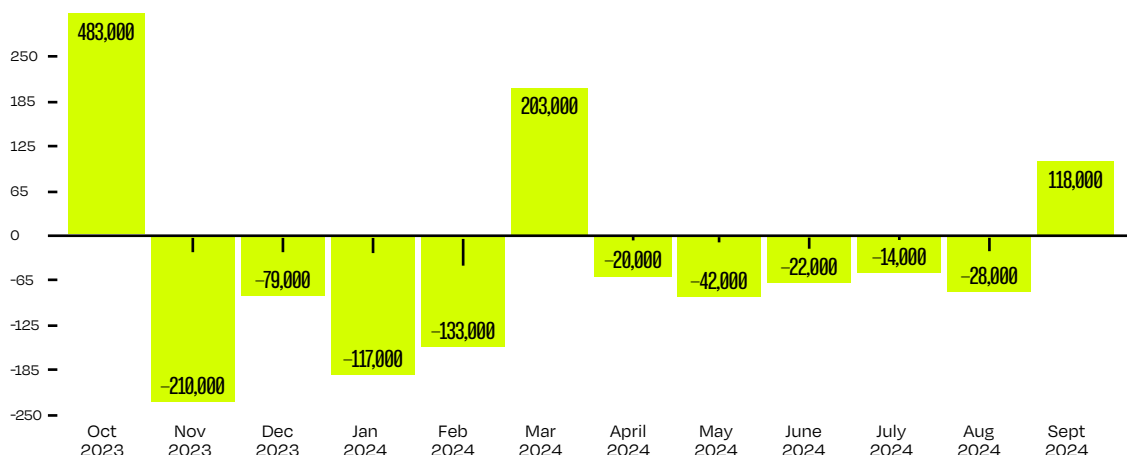
If you'd like to see the full 2024 Work Futures Report, you can download it [here](#).

As we continue to monitor trends within the tech sector, I hope you find these insights and our IT Labor Trends Report helpful in navigating the labor market and informing your hiring and retention efforts.

**Maruf Ahmed, CEO**

# KEY NATIONAL FIGURES FOR IT EMPLOYMENT

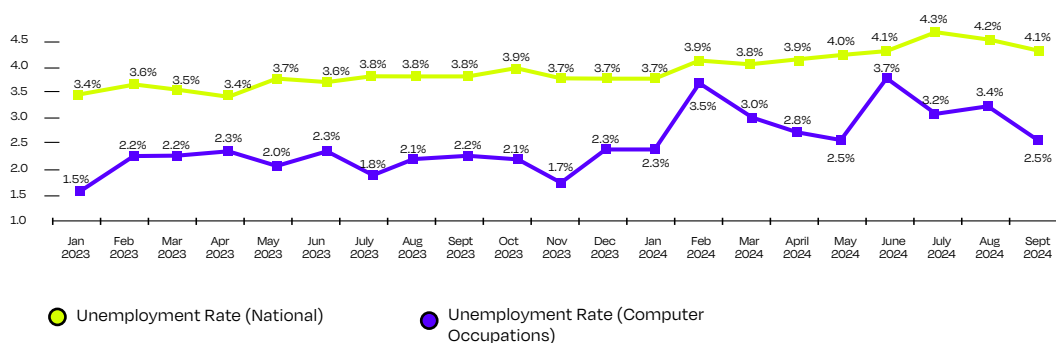
## MONTHLY IT JOB GAINS – YOY



After many months of flat to negative growth, the IT employment market recovered in September, according to the IT trade group CompTIA. Technology employment across the economy grew by 118,000 new positions and the tech sector added more than 8,500 net new roles last month. Job postings rose for the second consecutive month, with employers looking to fill 516,000 positions, finds the report.

Sources: CompTIA

## IT & NATIONAL UNEMPLOYMENT RATES



The IT unemployment rate fell to 2.5% last month, down from 3.4% the previous month, marking the largest single-month decrease in four years, according to CompTIA. National unemployment fell slightly to 4.1%.

Sources: BLS, CompTIA

# RECENT IT HIRING TRENDS.

The first three quarters of 2024 have seen technology unemployment tick up to an average of around 3%, up from an average of 2% in the previous two years combined. The September jobs report delivered welcome signs of recovery for the sector, according to CompTIA.

Signs of economic stability have helped drive job growth; however, a key driver of technology hiring is the push for organizations to deploy AI at scale. Talent categories associated with AI remain in high demand.

Therefore, leaders will need to clearly identify the types of talent they need within their IT organizations and adjust recruitment strategies in response to the once again tightening labor market.

IT STAFFING EMPLOYMENT				
Sept 2024	TechServe Alliance IT Employment Index	Computer systems and design services	Management and technical consulting services	Data processing, hosting and related services
Number of jobs	5,301,300	2,554,500	1,904,100	501,200
Change from previous month	-0.03%	+0.11%	+0.4%	+1.21%
Change from Sept 2023	-0.28%	+1.94%	+1.19%	+2.12%

While the overall job growth exceeded expectations with the addition of 254,000 jobs in September, IT employment remained effectively flat with a dip of 0.03%, or a loss of 1,700 jobs, month-over-month, according to TechServe Alliance, the national trade association for the IT & Engineering Staffing and Solutions Industry. This is a slightly different analysis and opinion from the latest report from CompTIA.

Source: TechServe Alliance

## IT SKILLS MOST IN DEMAND

	Q2 2024	Q3 2024
1	JAVA Developer	JAVA Developer
2	Application Production Support	Application Production Support
3	System Engineer	System Engineer
4	.NET Developer	.NET Architect
5	SAP Developer	SAP Developer
6	Other Application Developer	.Net Developer
7	Desktop Support	Other Application Developer
8	Product Manager	Product Manager
9	Help Desk	User Experience (UX) Web Designer
10	.Net Architect	Desktop Support

Among the most in-demand skills Dexian tracks, developers continue to dominate this quarter with Java developers topping our list, and a range of other developer positions making the top 10. In addition, .NET architect jumped from the 10th spot in Q2 to number four this quarter.

Sources: Dexian

## FASTEST/LONGEST TIME-TO-FILL SKILL SETS

Fastest	Slowest
Oracle DBA	Database Developer
Angular JS	Report Developer
Auto Tester	Manual Tester
Graphic Designer	Cybersecurity Engineer
Hadoop	NETBACKUP Engineer
Cable Technician	Application Security
Other Support	Cisco Engineer
Tableau Developer	C++ Developer
IT Audit	Other Infrastructure Support
Data Warehouse Developer	Network Administrator

Among the fastest positions to fill this quarter are Oracle DBA and Angular JS. A range of developer positions are among both the fastest and slowest to fill this quarter, with Tableau developer and data warehouse developer being fastest while database developer, report developer, and C++ developers included in the slowest to fill.

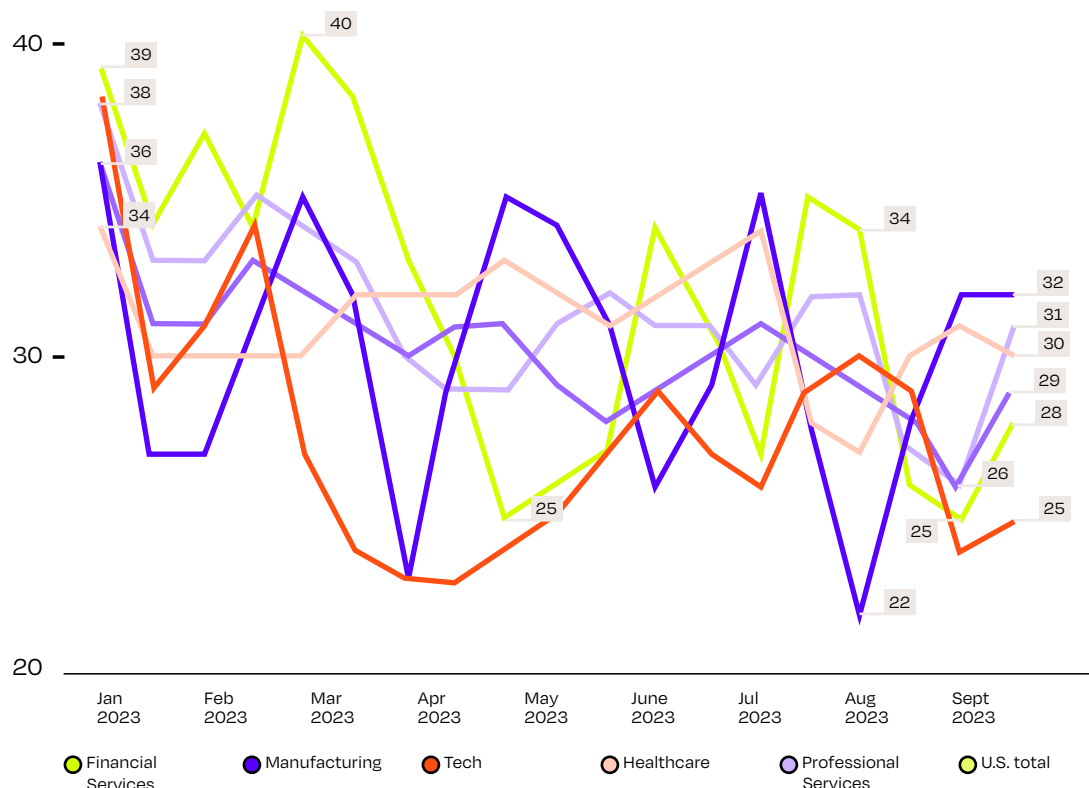
Sources: Dexian

UNIQUE JOB POSTINGS, TECH & COMPUTER-RELATED OCCUPATIONS		
Occupation	Unique Job Postings – Q3 2024	Change from Q2 2024
Software Developer	156,700	+5%
Software Quality Assurance Analyst	11,175	+39%
Computer Occupations, All Other	143,629	+16%
Computer Systems Analyst	27,270	+10%
Network and Computer System Administrator	18,899	+9%
Information Security Analyst	12,900	+16%
Computer and Information Systems Manager	5,003	+5%
Computer Programmer	8,300	+27%
Database Administrator	25,677	+2%
Computer Hardware Engineer	4,215	+7%
Computer Network Architect	26,770	+4%
Total/Average Change	440,538	+13%

Employer job postings for future tech hiring climbed for the second consecutive month, to more than 516,000 active postings, including 225,000 new listings added in September, according to the latest

CompTIA jobs report. Job openings for tech support specialists and database administrators saw the largest percent change increases for the month at 14%.  
Sources: Lightcast, Dexian analysis

## STARTING TO SEE A REBOUND IN CAREER CONFIDENCE?



According to the latest LinkedIn Workforce Confidence Index (WCI), career confidence has increased to +29, up from a low of +26 in September 2023. Career confidence is defined as the degree to which U.S. professionals expect to see “progress in my career in the next year.”

In the tech sector, career confidence has slumped 13 points this year, settling at +25 in early October after having been as high as +38 in mid-January. Even in the latest WCI results through early October, there hasn't been much sign of a tech bounce back.

By contrast, career confidence in the professional services sector bounced back to +31 in early October, after touching a 2023 low of +26 in September. That's still below January's +38, but it represents a partial recovery. Finance experienced a similarly steep drop in career confidence in the first half of 2023, hitting a low of +25 in early May, down 13 points from mid-January's +38. Career sentiment in finance has been volatile since then, but has rallied a bit lately, to +28 as of early October, according to the report.

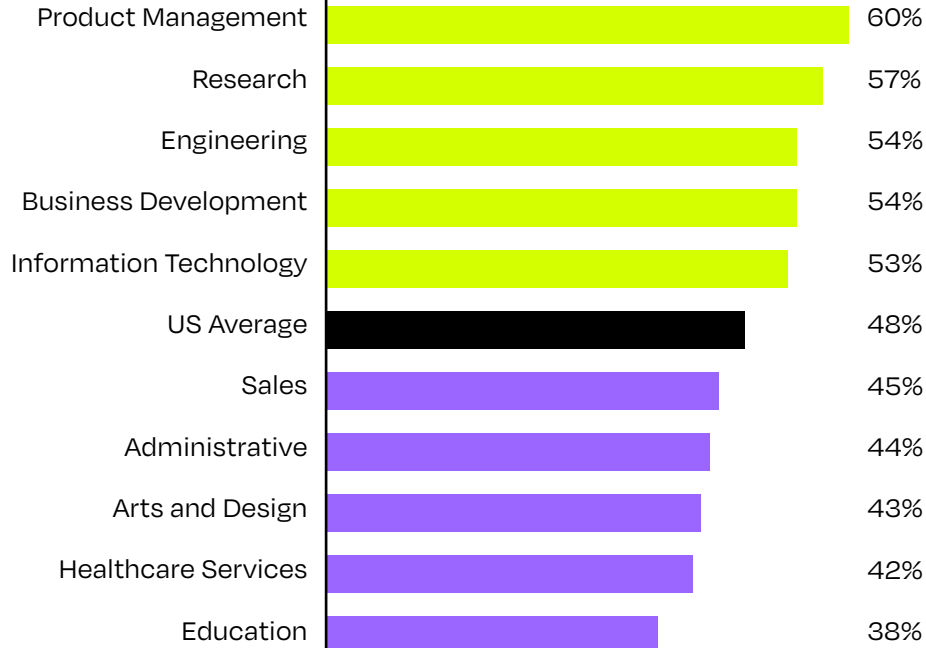
Sources: LinkedIn Market Research

**WHO FEELS WELL  
COMPENSATED?**

% who agree they feel well compensated for the work they do

● Most likely to agree

● Least likely to agree



LinkedIn's September WCI, shows workers attitudes about what they're paid vary widely, depending on what you do for a living. Product managers are the most satisfied, with 60% saying they feel well compensated for their work. The mood is nearly as bright in three other tech fields – research, engineering, and information technology – according to the LinkedIn poll. Business development rounds at the top five.

Sources: Dexian LinkedIn Market Research