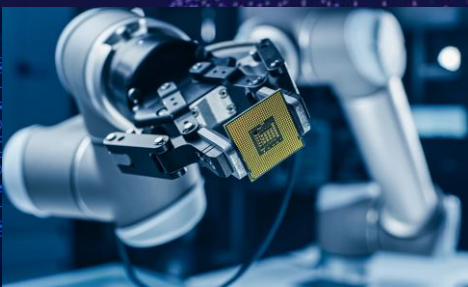




# 2026 OUTLOOK FOR TECH

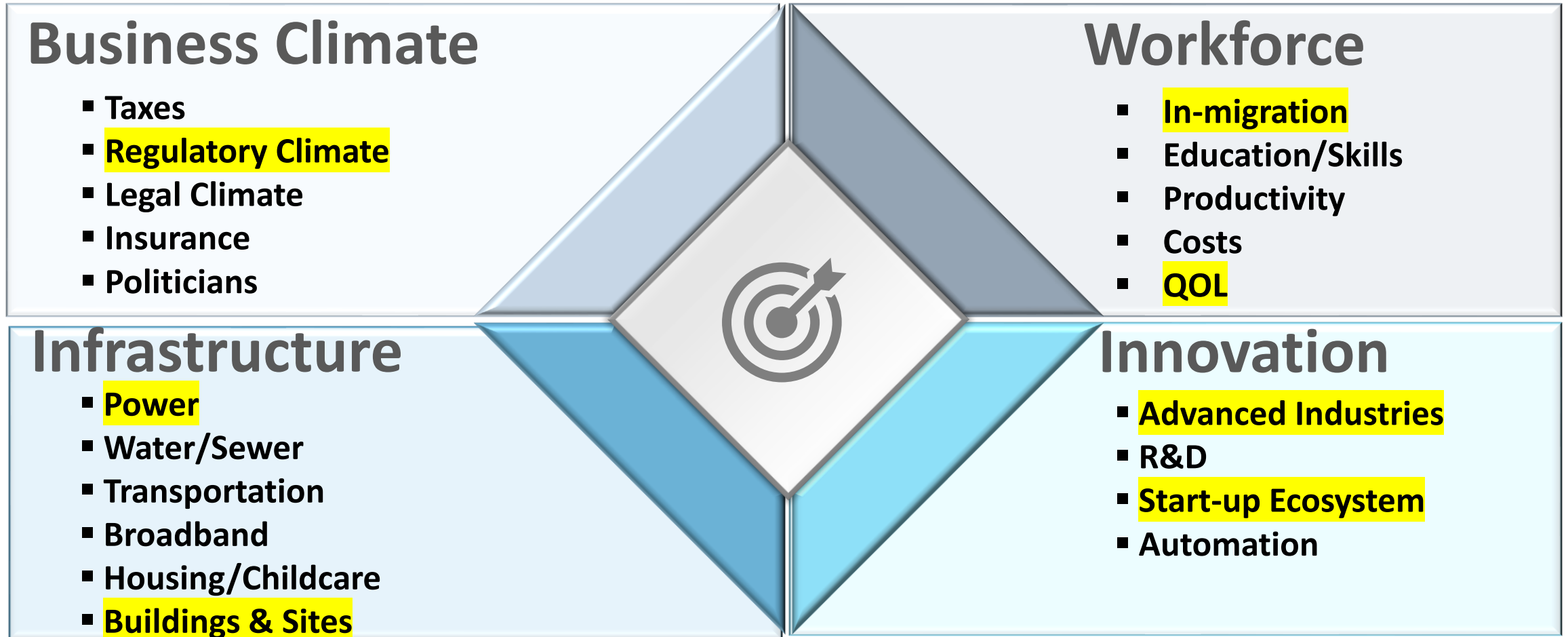
2026 PREDICTIONS    STATE OF THE INDUSTRY    TECH TRENDS

2/12/2026    THE REVELRY NORTH END  
CHARLOTTE, NC

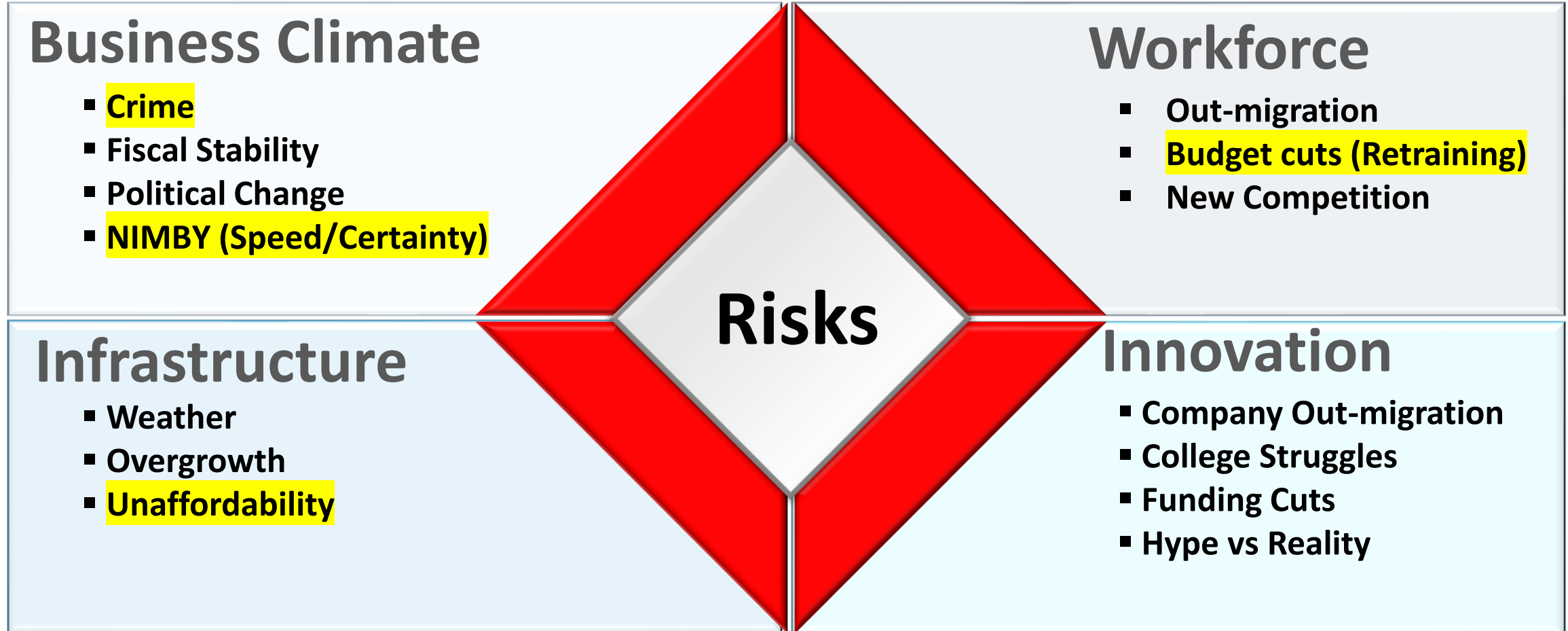




# Place Based Competitiveness



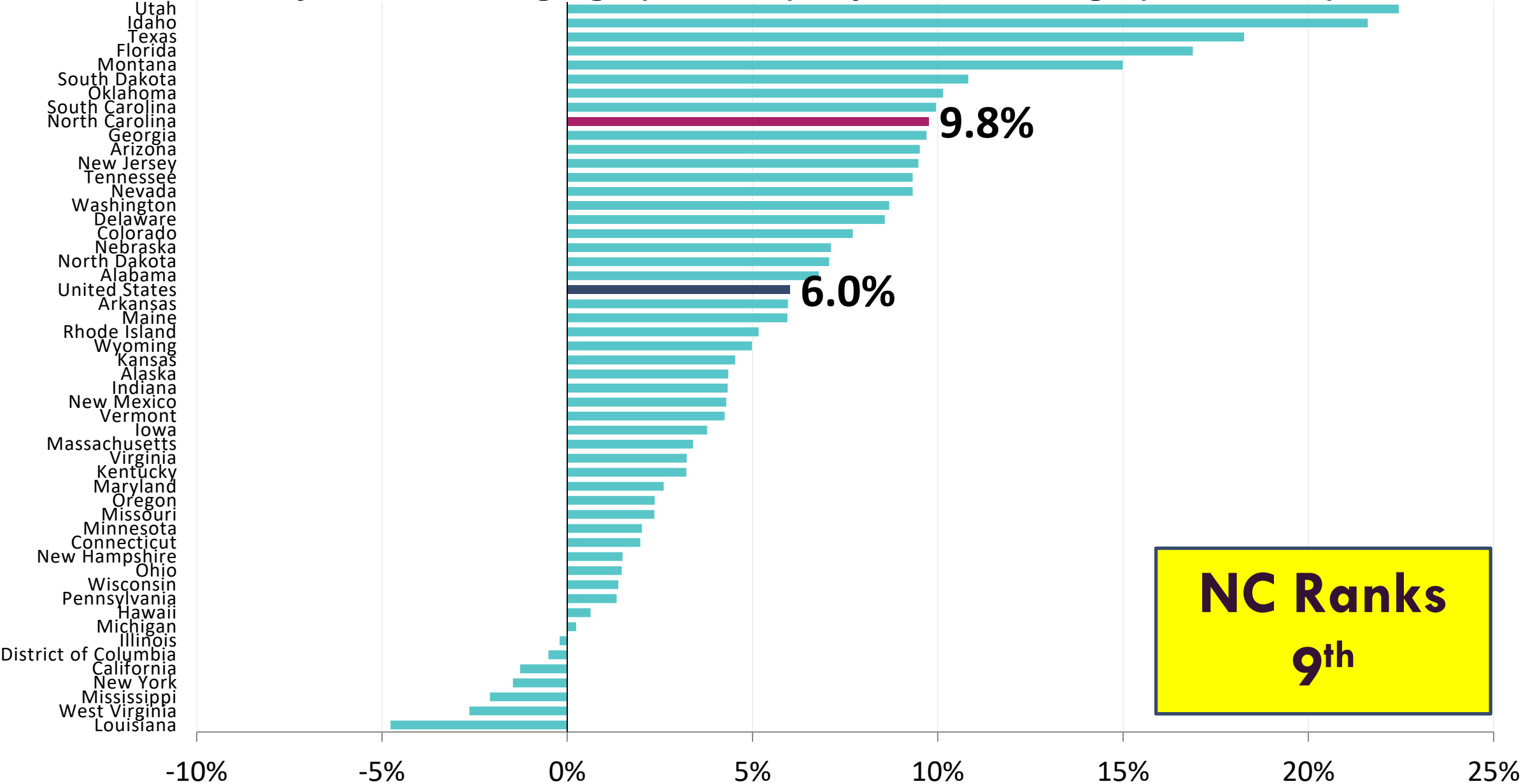
# Place Based Competitiveness-(Hot Topics)



# 2025 Best States for Business Rankings

	Site Selection	CNBC	CEO Magazine	Business Facilities
1	Texas	North Carolina	Texas	Texas
2	North Carolina	Texas	Florida	Virginia
3	Georgia	Florida	Tennessee	North Carolina
4	Virginia	Virginia	North Carolina	Florida
5	Florida	Ohio	Georgia	Tennessee
6	Ohio	Michigan	Indiana	Georgia
7	Illinois	Georgia	Utah	Indiana
8	Indiana	Tennessee	Nevada	Utah
9	Arizona	Indiana	Virginia	Arizona
10	Colorado	Minnesota	Arizona	South Carolina

# Projected Working Age (25 to 64) Population Change (2025-2035)





North Carolina

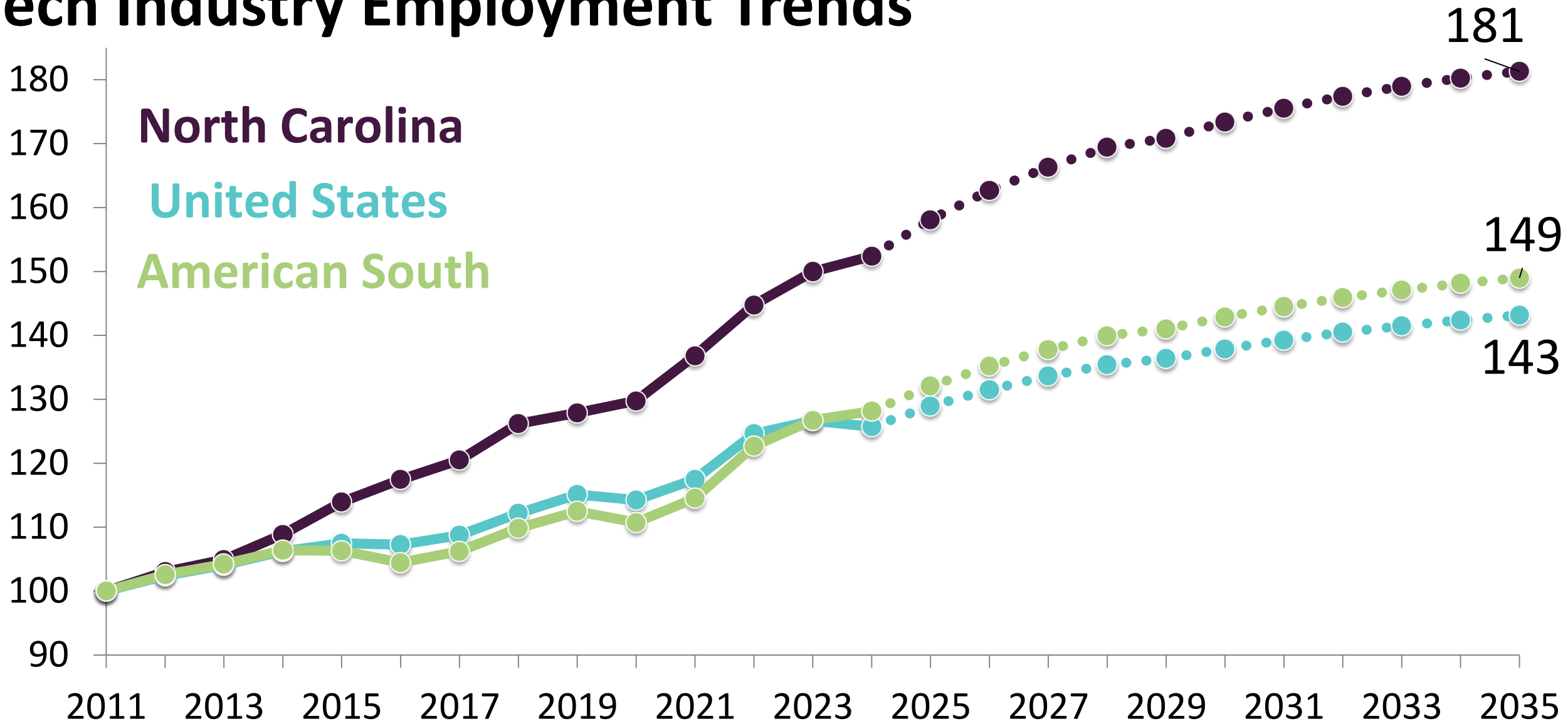
# STATE OF TECHNOLOGY

2025 Industry Report + State Rankings

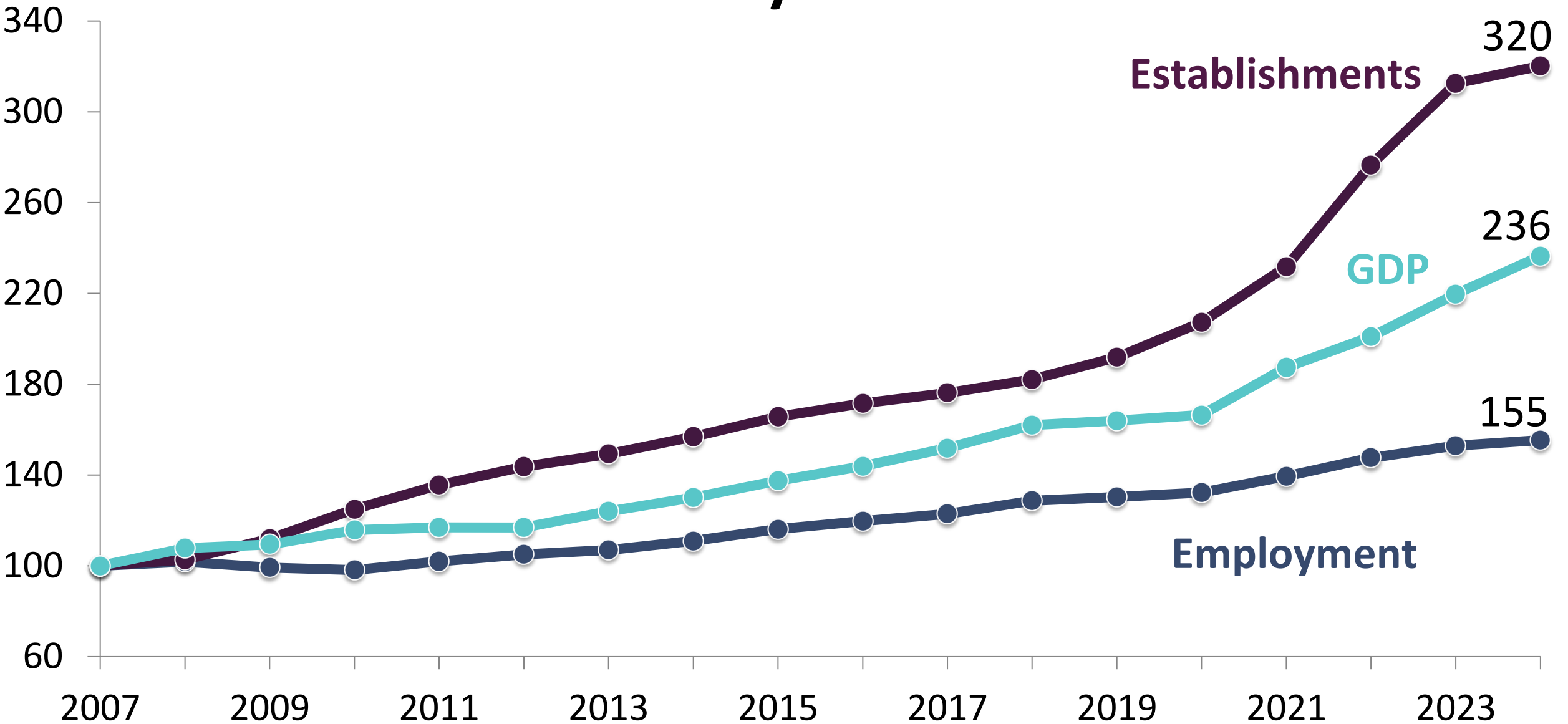
# Measuring the Tech Sector Methodology

- Data from Lightcast, based on Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages
- 86 separate 6-digit NAICS code sectors to characterize the Total Technology Sector
- Total Technology Sector further broken down into four sub-categories:
  - Energy Technology
  - Environmental Technology
  - Life Sciences
  - IT, Telecomms, Hardware, and Software (Tech Core)
- 85 distinct 5-digit SOC codes grouped to form Tech Occupations

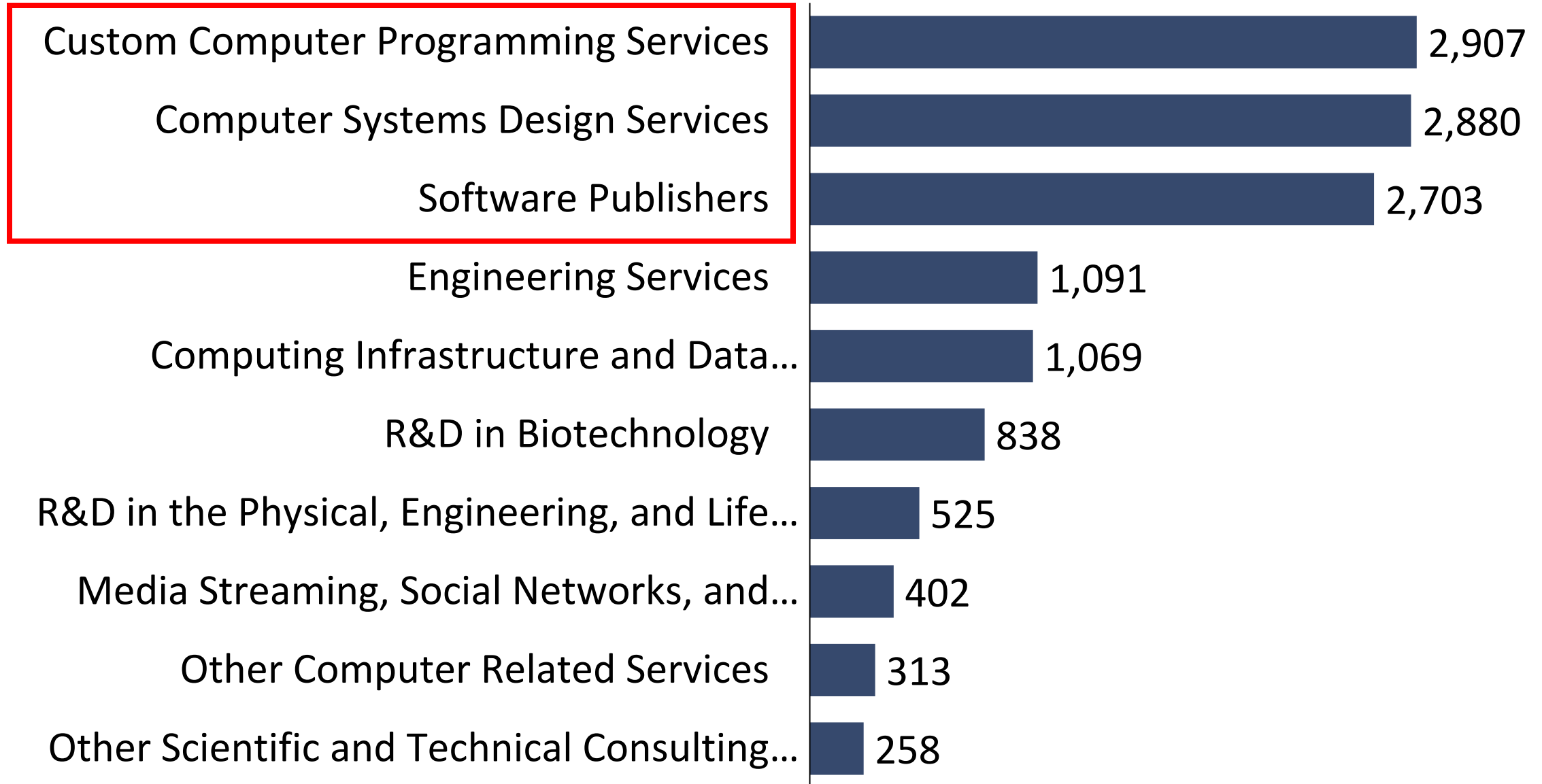
# Tech Industry Employment Trends



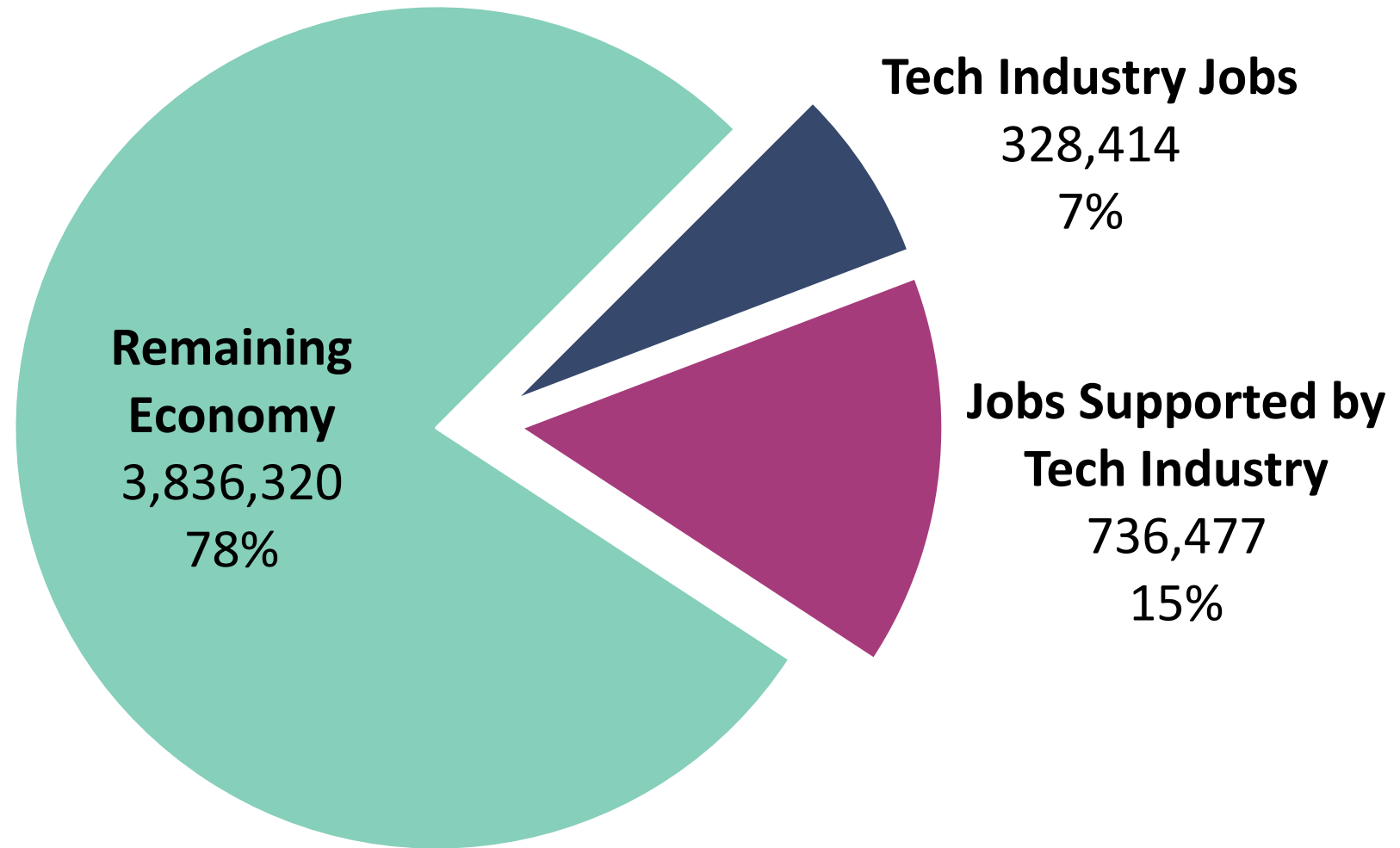
# North Carolina Tech Industry Growth Metrics



# NC Tech Industry Top Establishment Change, 2019 -2024



# Tech's Contribution to North Carolina's Economy- 22%



12 Years Ago, Tech was 18%

# North Carolina Tech Industry Summary Statistics

Indicator	Technology Industry	State Total	State Total Percentage
Employees	328,410	4,901,210	6.7%
Establishments	35,170	376,580	9.3%
Wages (millions)	\$44,840	\$371,790	12.1%

12 Years Ago, There were 220,700 Tech Industry Workers

# North Carolina Tech Industry by Sub-Categories

Technology Categories	Employment, 2024	Employment Change, 2023-2024	Employment Change, 2019-2024
Energy Tech	14,756	0.4%	10.7%
Enviro Tech	24,879	6.7%	-4.7%
Life Sciences	112,690	2.2%	25.3%
IT	176,089	0.7%	20.5%
<b>TOTAL TECH</b>	<b>328,414</b>	<b>1.6%</b>	<b>19.2%</b>

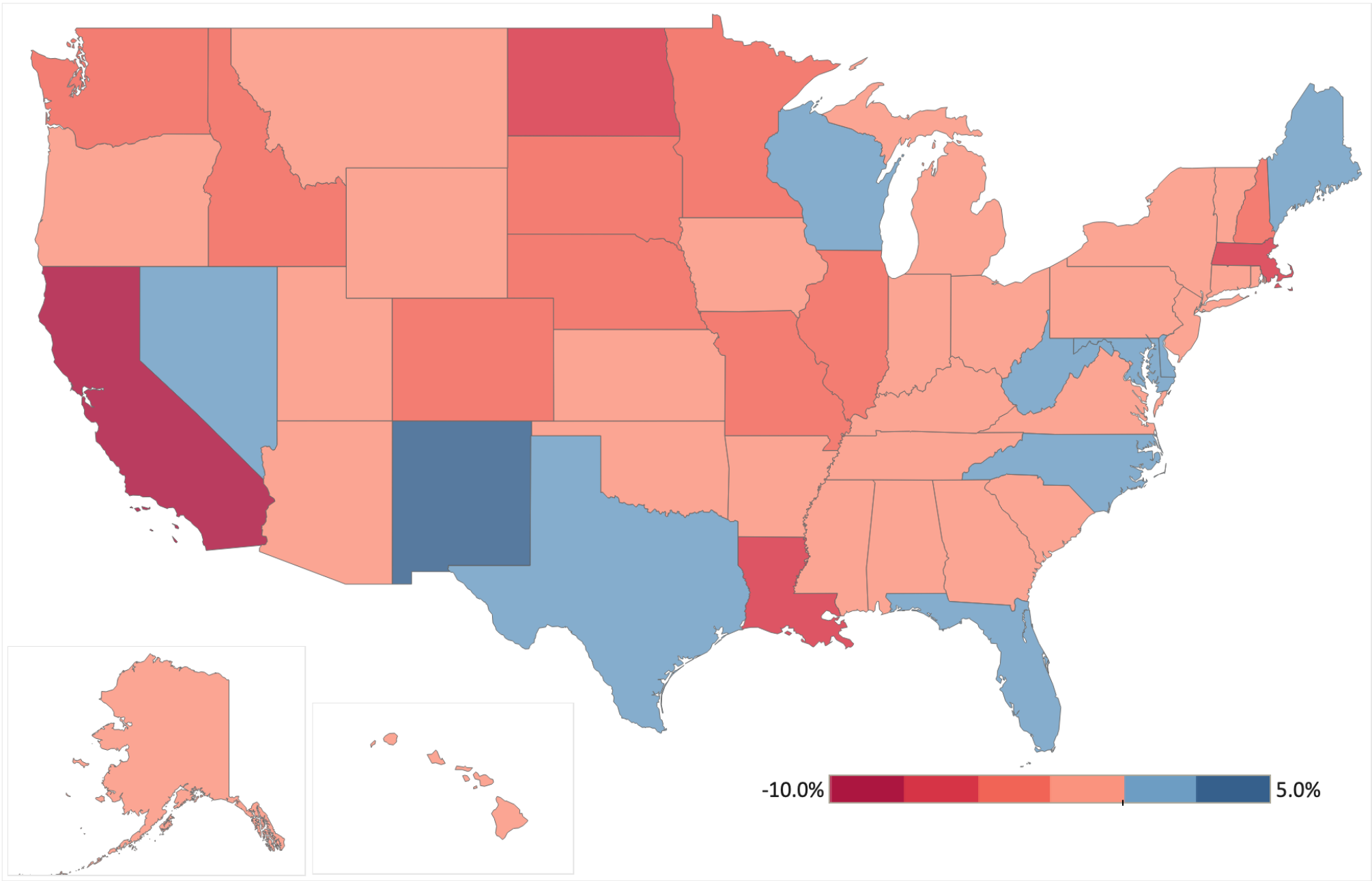
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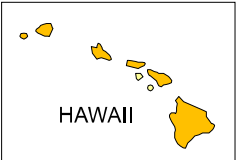
Only 9  
States Grew  
IT Jobs

IT Employment Change, 2023-2024



Source: EL calculations based on Lightcast 2025.4

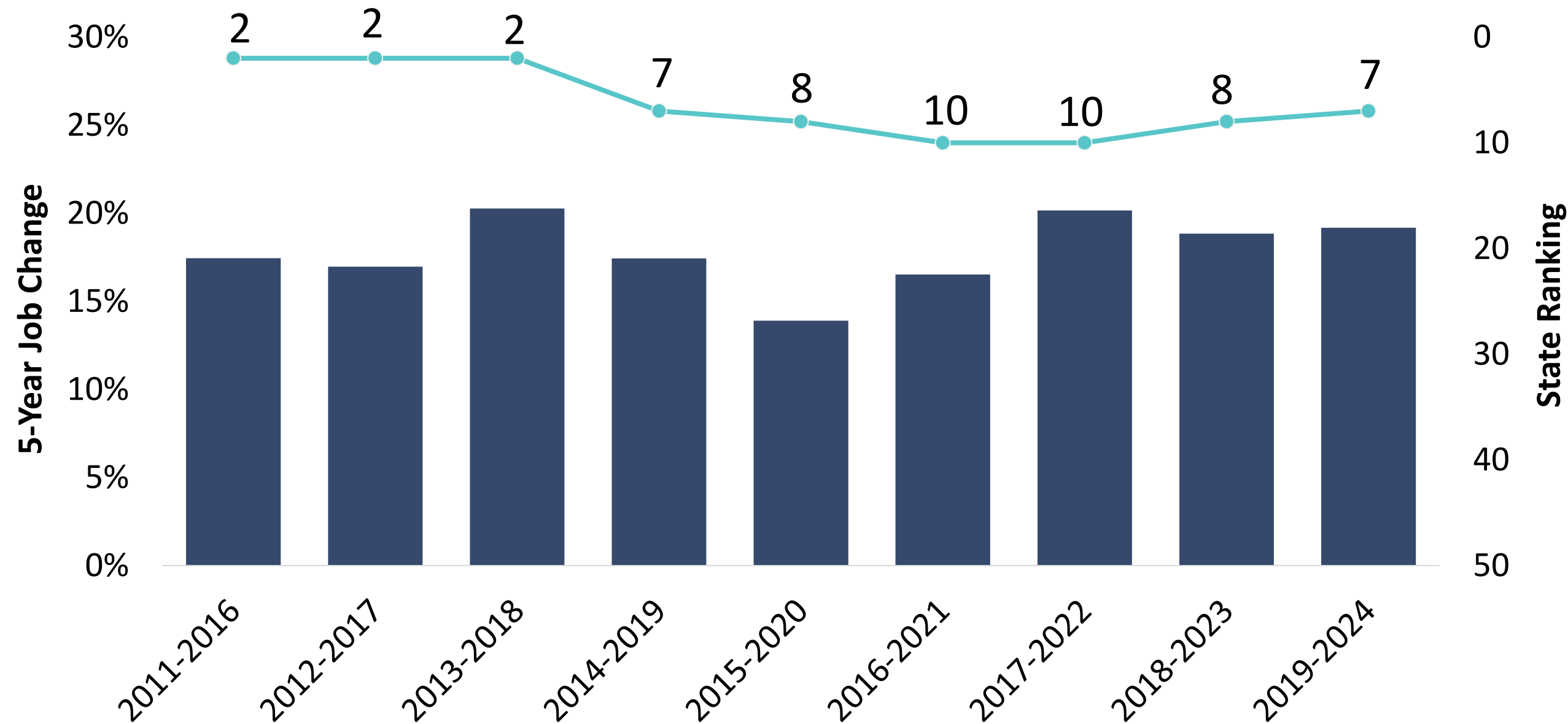
# 2019 - 2024



- # North Carolina



# Total Tech 5-Year Job Change by Percentage and State Ranking



Source: EL calculations based on Lightcast 2025.4

# North Carolina Tech Industry by Output Groups

Output Group	Employment, 2024	Employment Change, 2023- 2024	Employment Change, 2019- 2024
Tech Services	262,269	2.0%	25.3%
Tech Manufacturing	66,145	0.0%	-0.1%
<b>TOTAL TECH</b>	<b>328,414</b>	<b>1.6%</b>	<b>19.2%</b>

12 Years Ago, There were 64,585 Tech Manufacturing Workers

Source: EL calculations based on Lightcast 2025.4

# North Carolina Average Annual Earnings by Subgroups

Sub-Categories	North Carolina	North Carolina (Purchasing Power)	National Average
Energy Tech	\$154,400	\$164,000	\$184,700
Environmental Tech	\$91,400	\$97,100	\$101,700
Life Sciences	\$142,800	\$151,700	\$161,900
IT	\$159,000	\$168,900	\$205,000
Output Group	North Carolina	North Carolina (Purchasing Power)	National Average
Tech Services	\$148,100	\$157,400	\$183,900
Tech Manufacturing	\$148,100	\$157,300	\$169,900
<b>TOTAL TECH INDUSTRY</b>	<b>\$148,100</b>	<b>\$157,400</b>	<b>\$181,600</b>

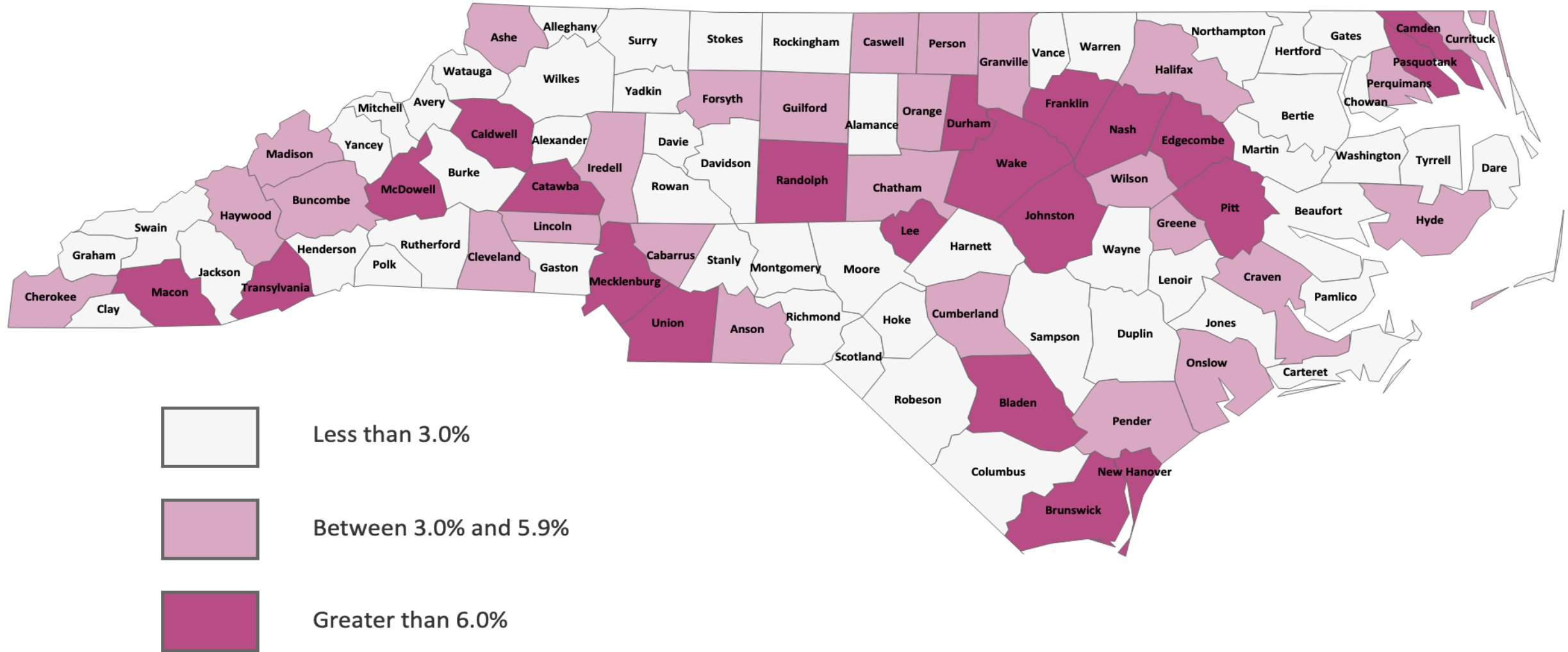
Source: EL calculations based on Lightcast 2025.4 and BEA (2025)

# Tech Industry Super Sub-Industries

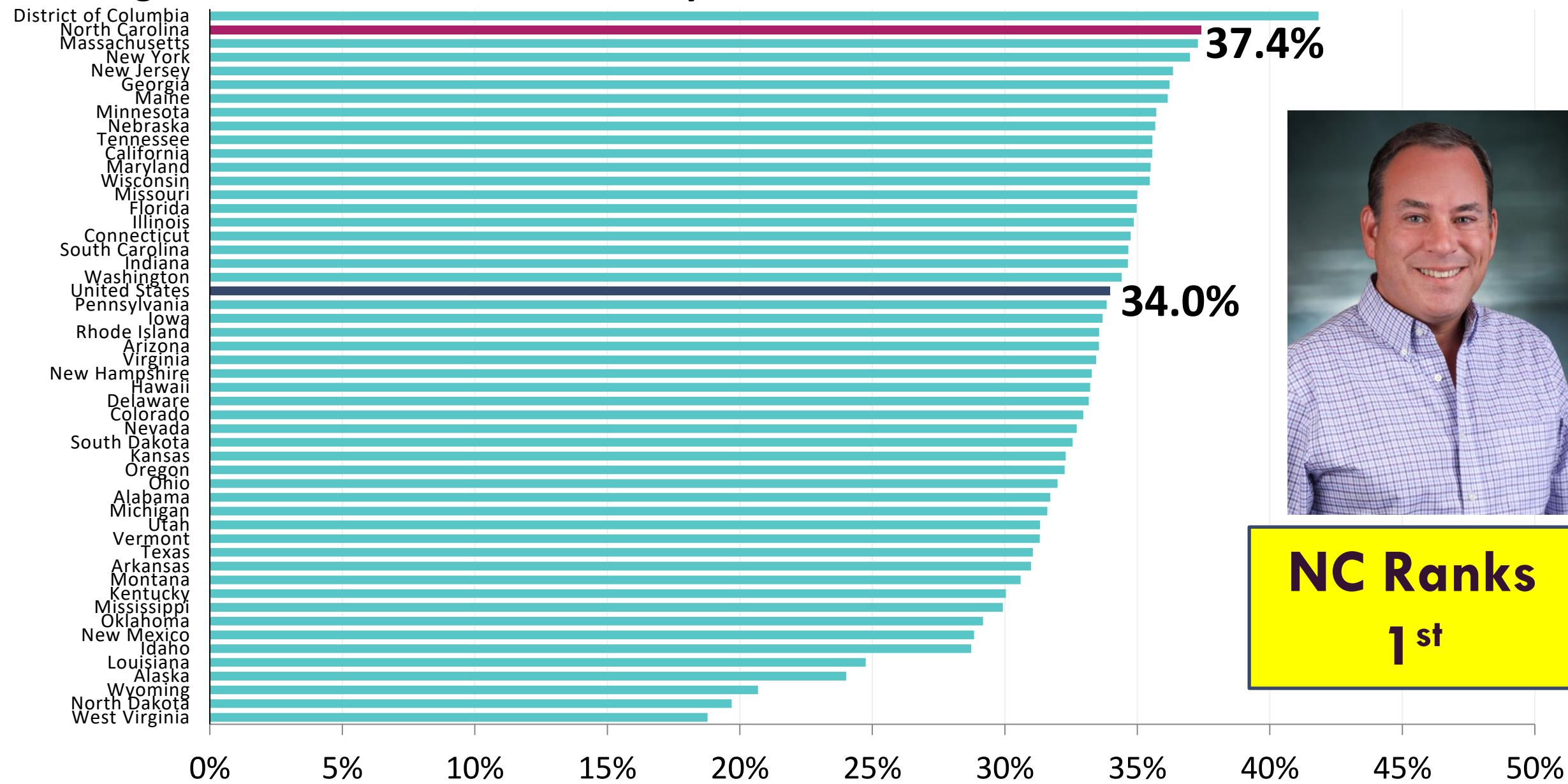
Sub-Industries	2024 Employment	Employment Change (2019- 2024)	Concentration
Software	106,228	37%	1.09
Engineering, Environmental, & Clean Tech	46,795	14%	0.99
Internet, Social Media, & Telecom	44,188	4%	0.94
R&D and Testing	42,323	30%	1.07
Life Sciences Manufacturing	34,510	14%	1.48
Electronics Hardware	25,674	-3%	0.97
Remediation and Waste Management	13,941	14%	0.86
Other Energy and Power Generation	13,750	7%	0.44
Renewable Energy	1,006	87%	0.87
<b>TOTAL TECH SECTOR</b>	<b>328,414</b>	<b>19%</b>	<b>1.00</b>

Source: EL calculations based on Lightcast 2025.4

# Tech Industry Jobs as a Percentage of Total Jobs, 2024



# Percentage of Women in the Tech Industry Workforce, 2024

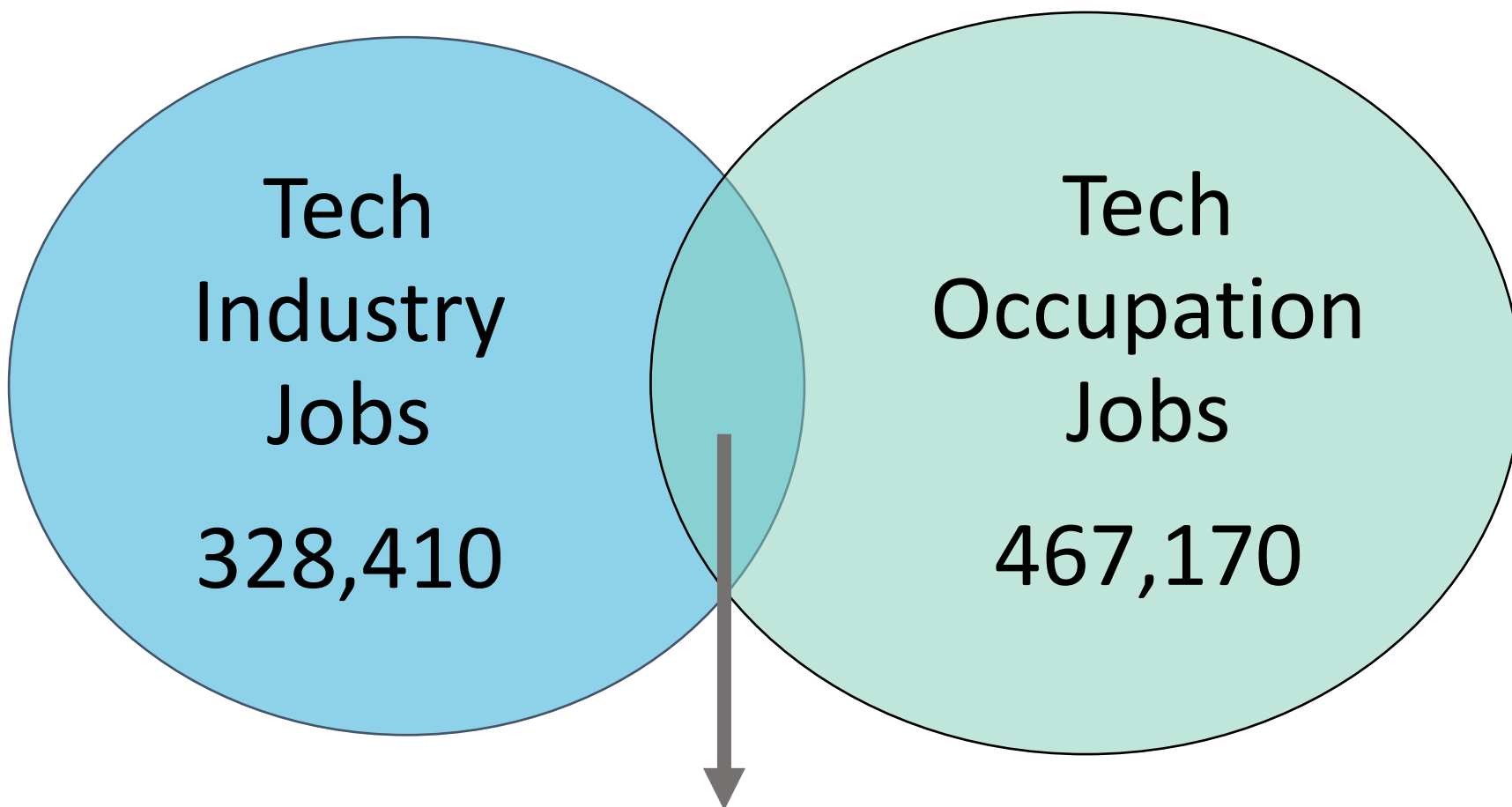


**NC Ranks**  
**1<sup>st</sup>**

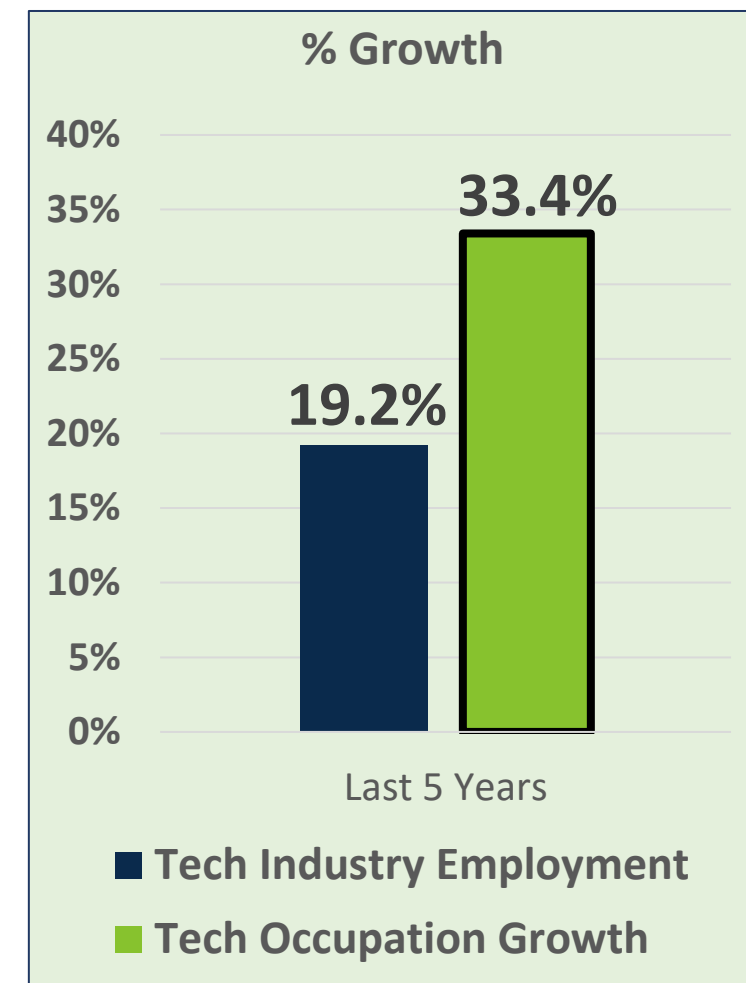
# North Carolina Tech Industry State Rankings

Metric	Value	Rank
Total Tech Industry Employment Concentration (2024)	1.00	17
Total Tech Industry Job Change (2019-2024)	19.2%	7
Expected Total Tech Industry Job Change (2025-2030)	9.7%	9
Avg Earnings for Total Tech Industry with Purchasing Power (2024)	\$157,356	18
Percentage of Women in the Total Tech Industry Workforce (2024)	37.4%	1

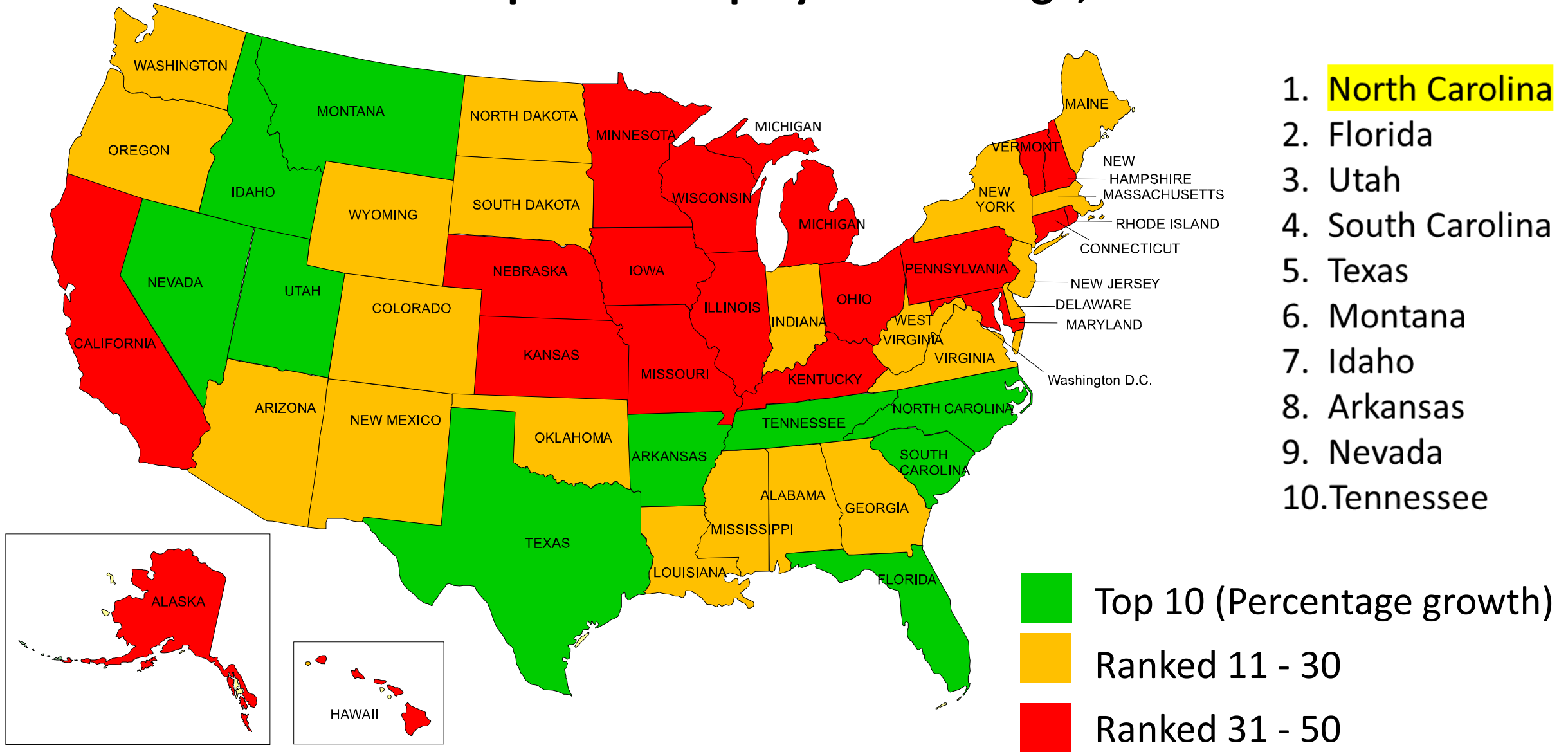
# Staffing Patterns of Tech Industries and Tech Occupations



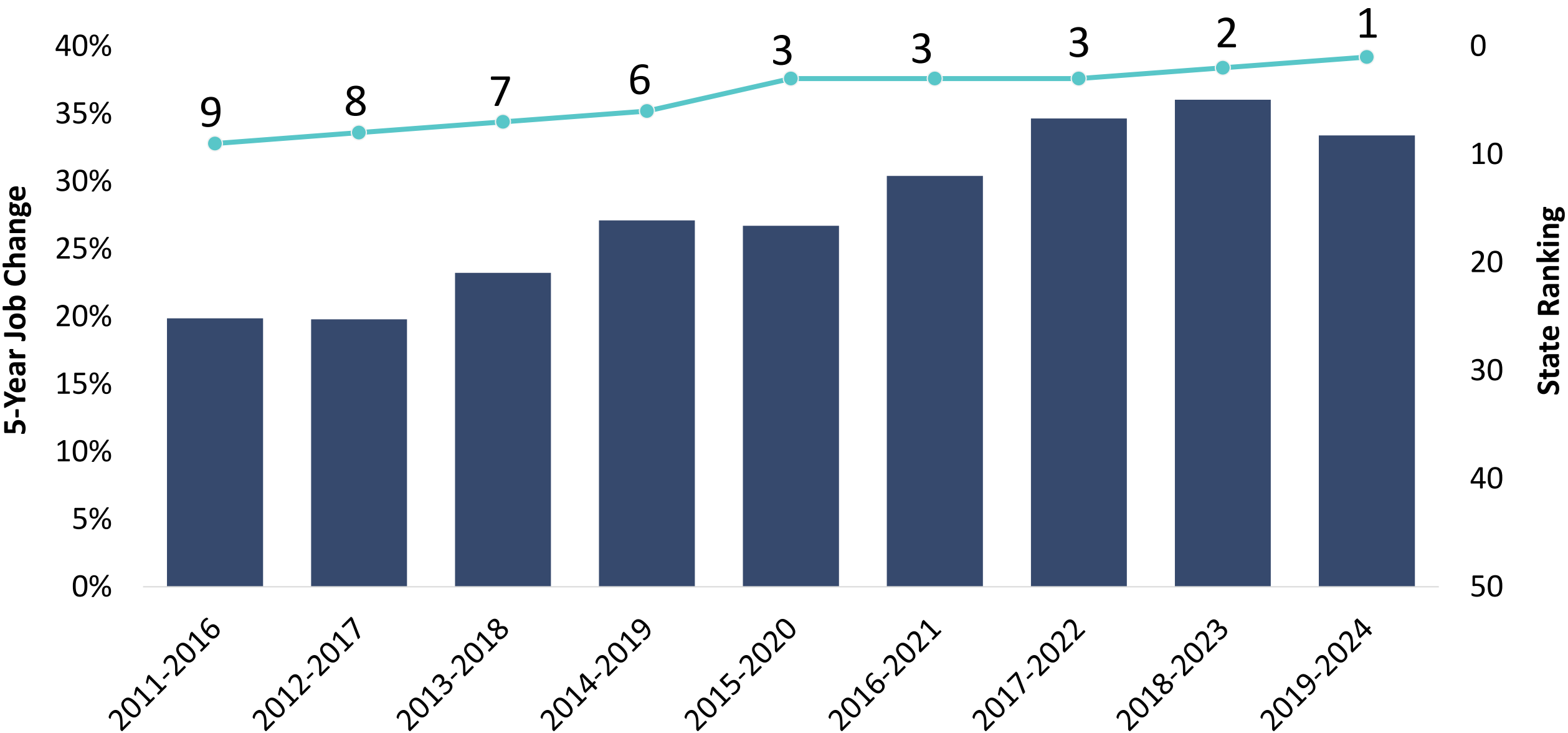
**Only 34% of tech occupation jobs are employed in tech industries.**



# Tech Occupations Employment Change, 2019 - 2024



# Tech Occupations 5-Year Job Change by Percentage and State Ranking

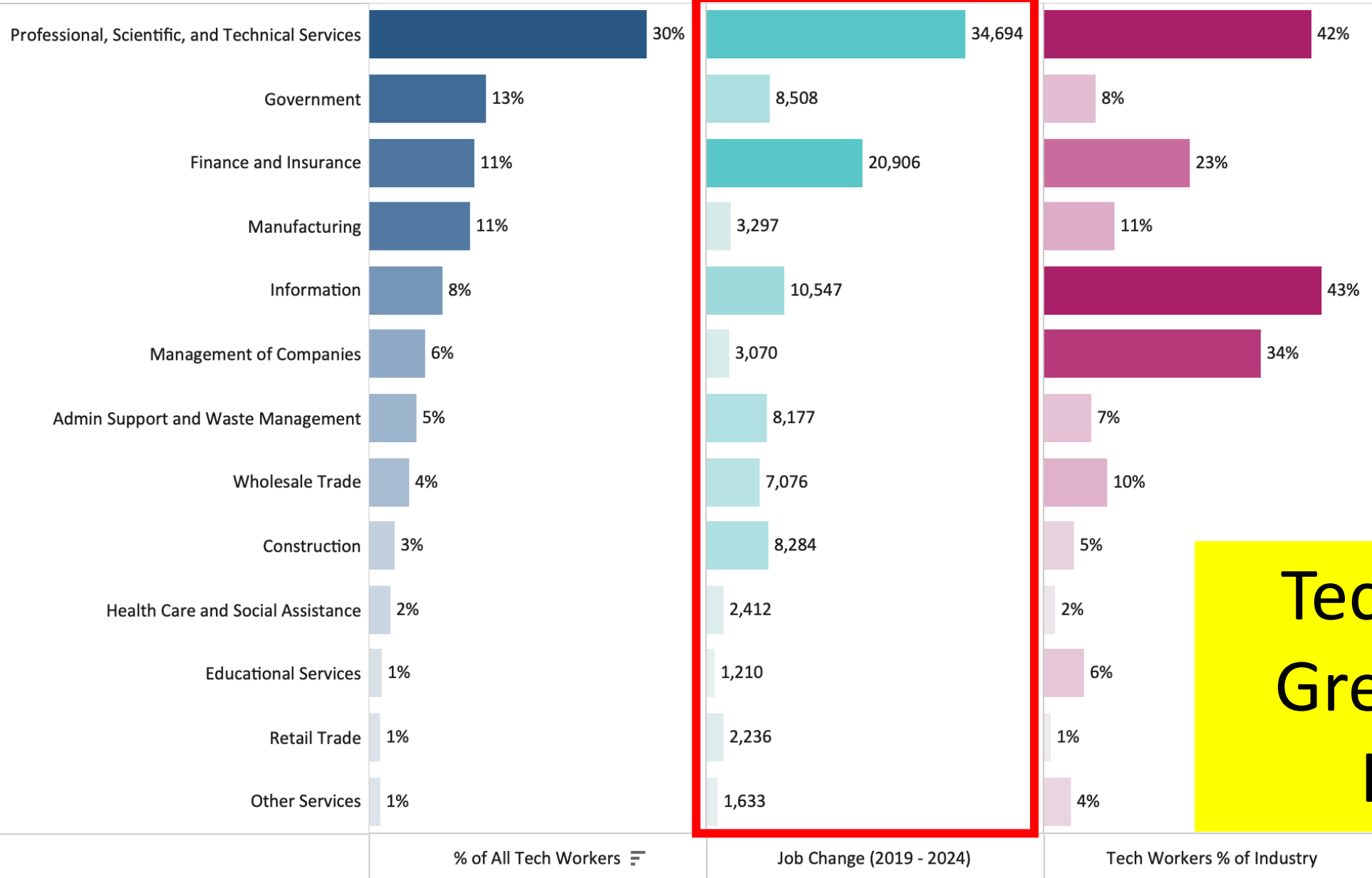


Source: EL calculations based on Lightcast 2025.4

# Top Tech Occupations

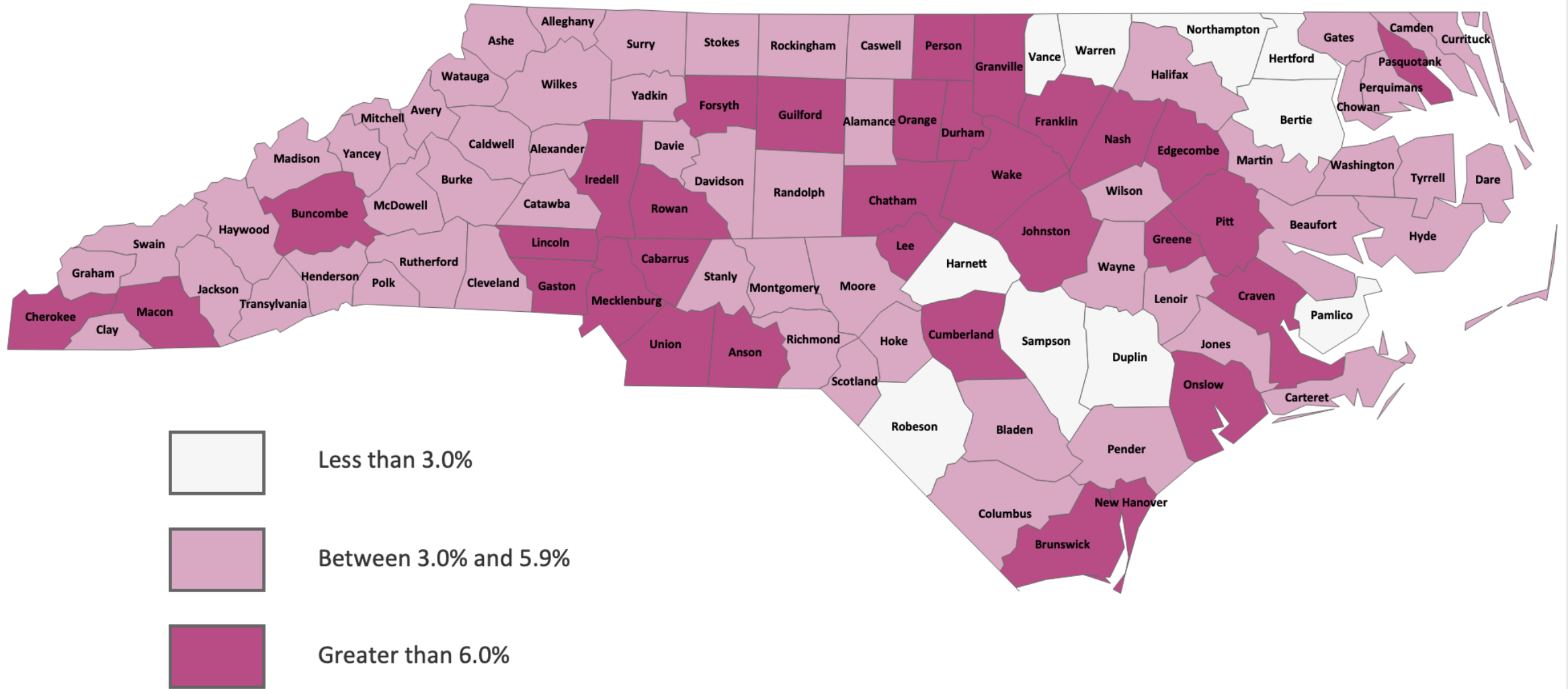
Occupation	2024 Employment	Employment Change (2019-2024)	Median Annual Wage
Software Developers	57,540	+49%	\$131,000
Market Research Analysts	29,980	+60%	\$77,360
Computer Systems Analysts	24,680	-6%	\$104,940
Computer and Information Systems Managers	24,020	+79%	\$167,540
Management Analysts	21,840	+18%	\$98,700
Computer User Support Specialists	21,260	-2%	\$58,660
Computer Occupations, All Other	13,570	+113%	\$106,250
Network and Computer Systems Administrators	12,570	+22%	\$97,590
Industrial Engineers	11,440	+26%	\$97,160
Financial and Investment Analysts	10,380	+17%	\$102,210

# North Carolina's Top Industries Employing Tech Occupations, 2024

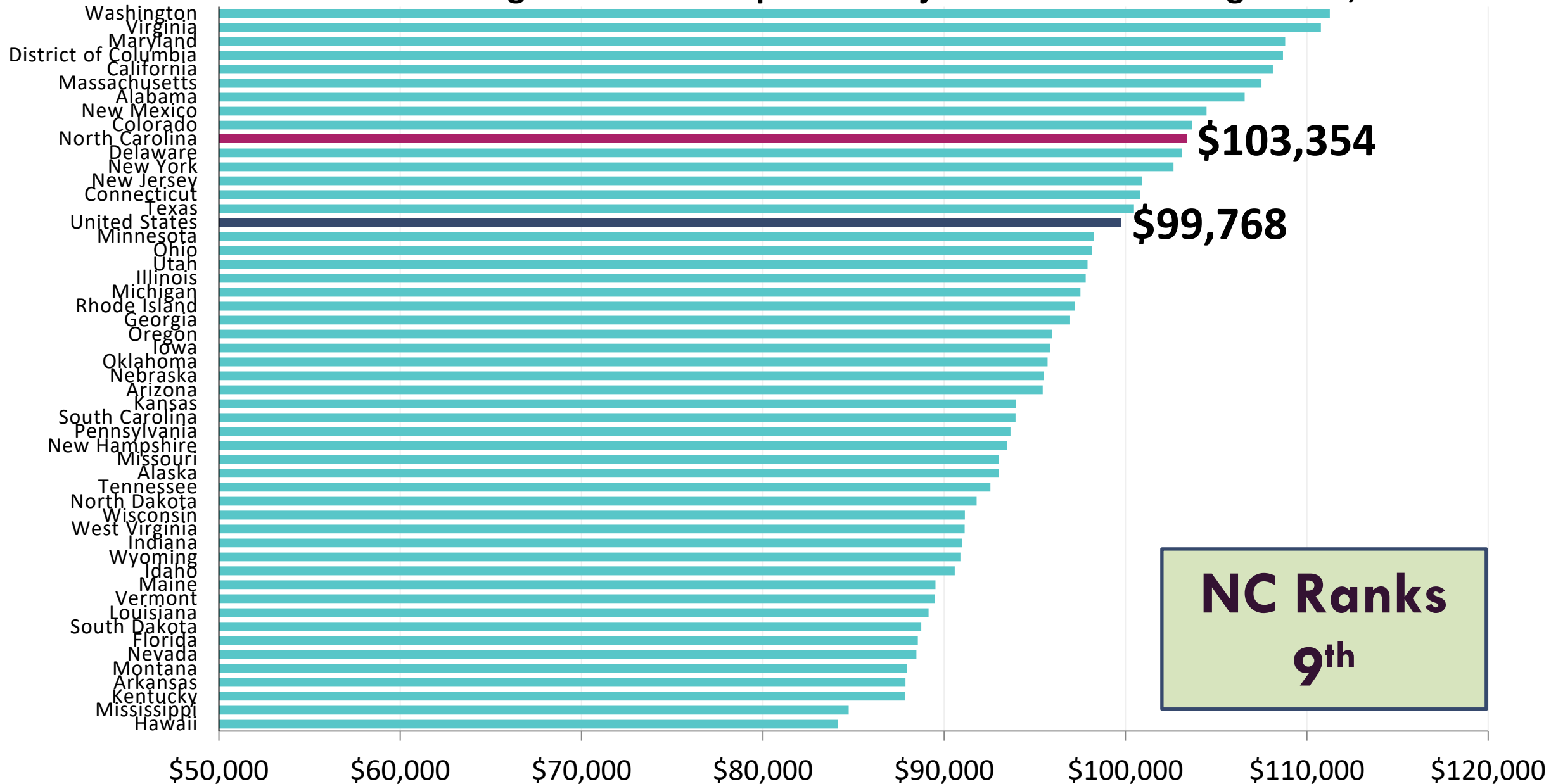


**Tech Workers  
Grew in Every  
Industry**

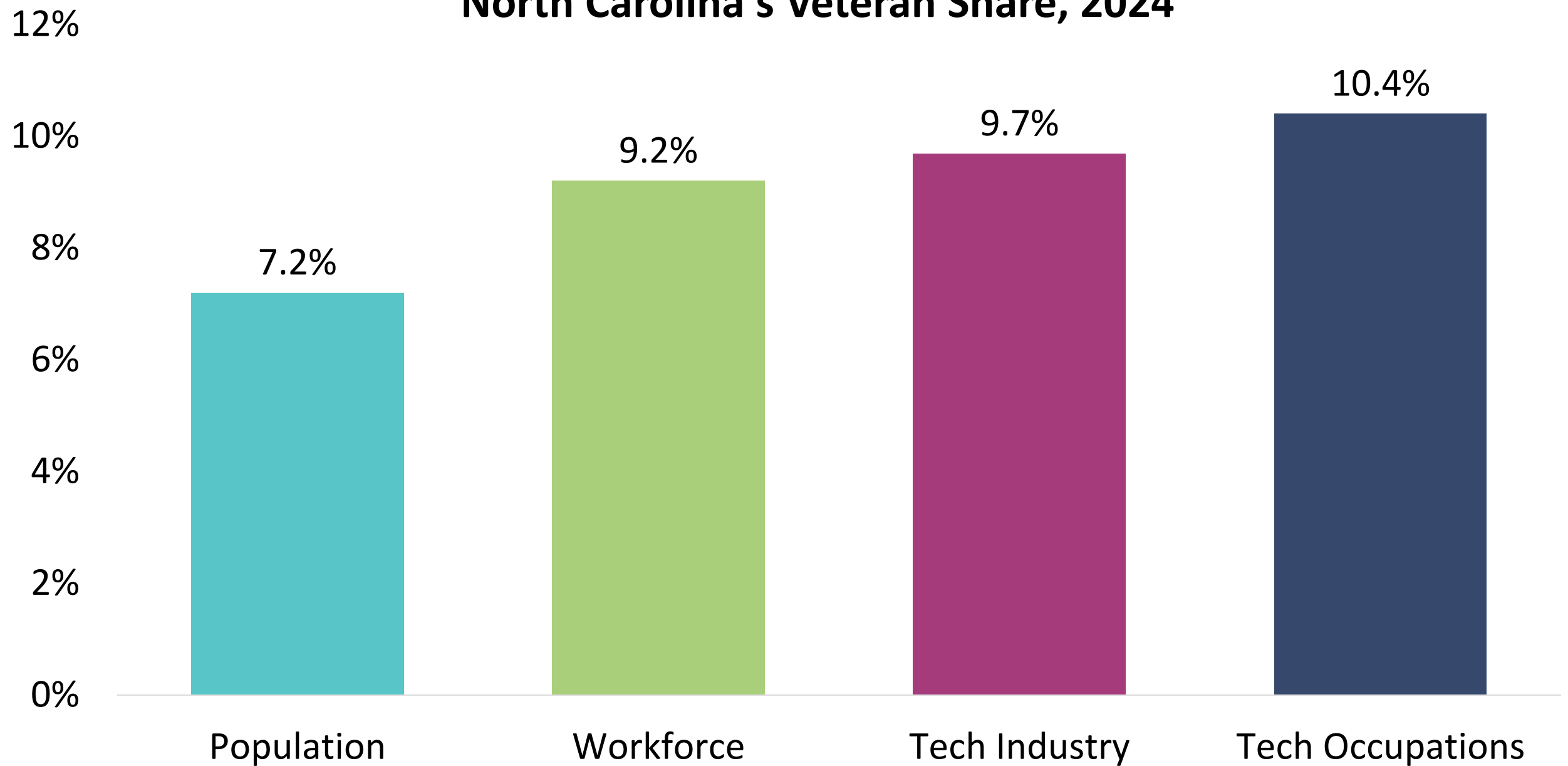
# Tech Occupations as a Percentage of Total Jobs, 2024



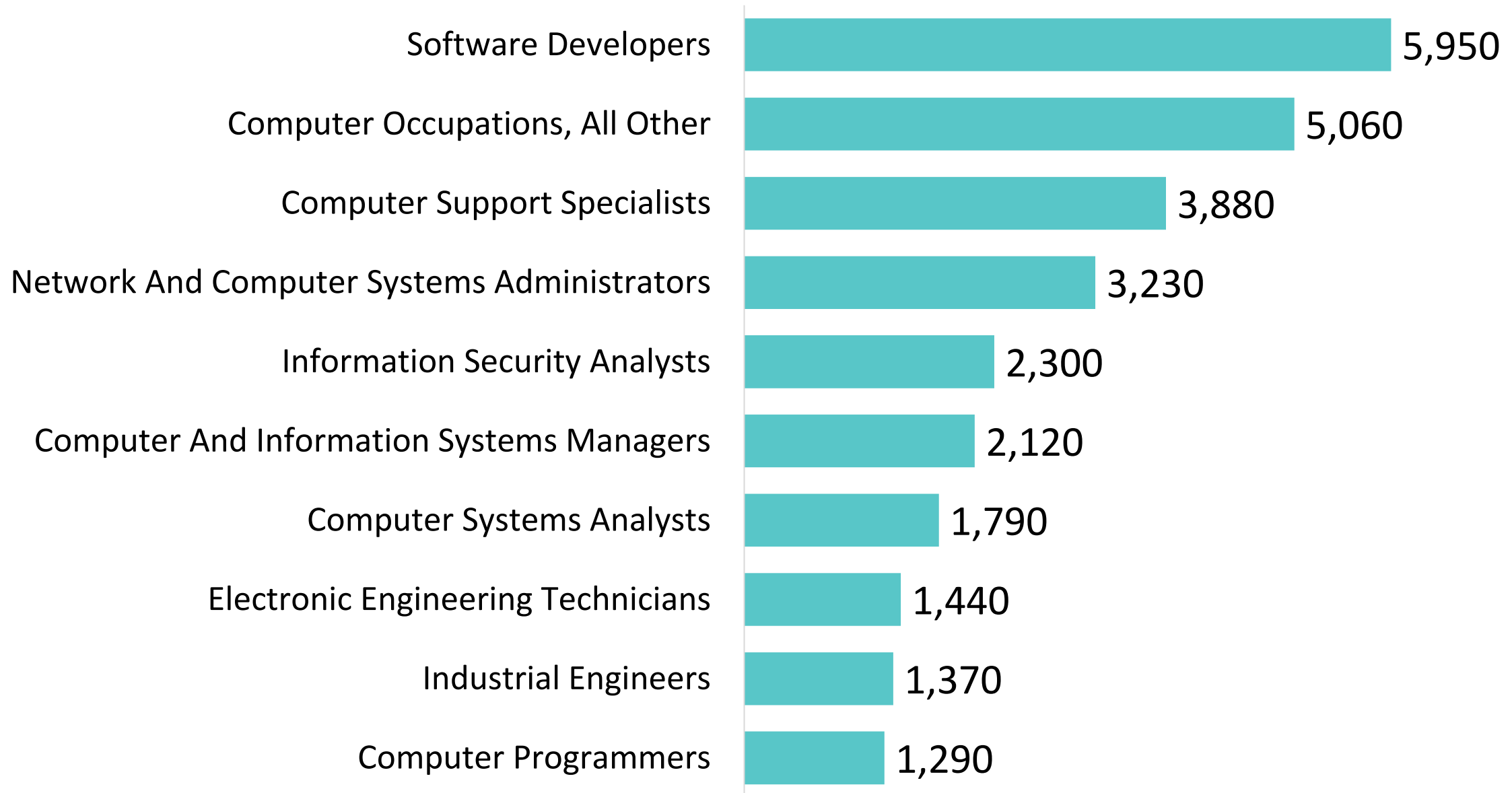
# Median Annual Earnings for Tech Occupations Adjusted for Purchasing Power, 2024



# North Carolina's Veteran Share, 2024



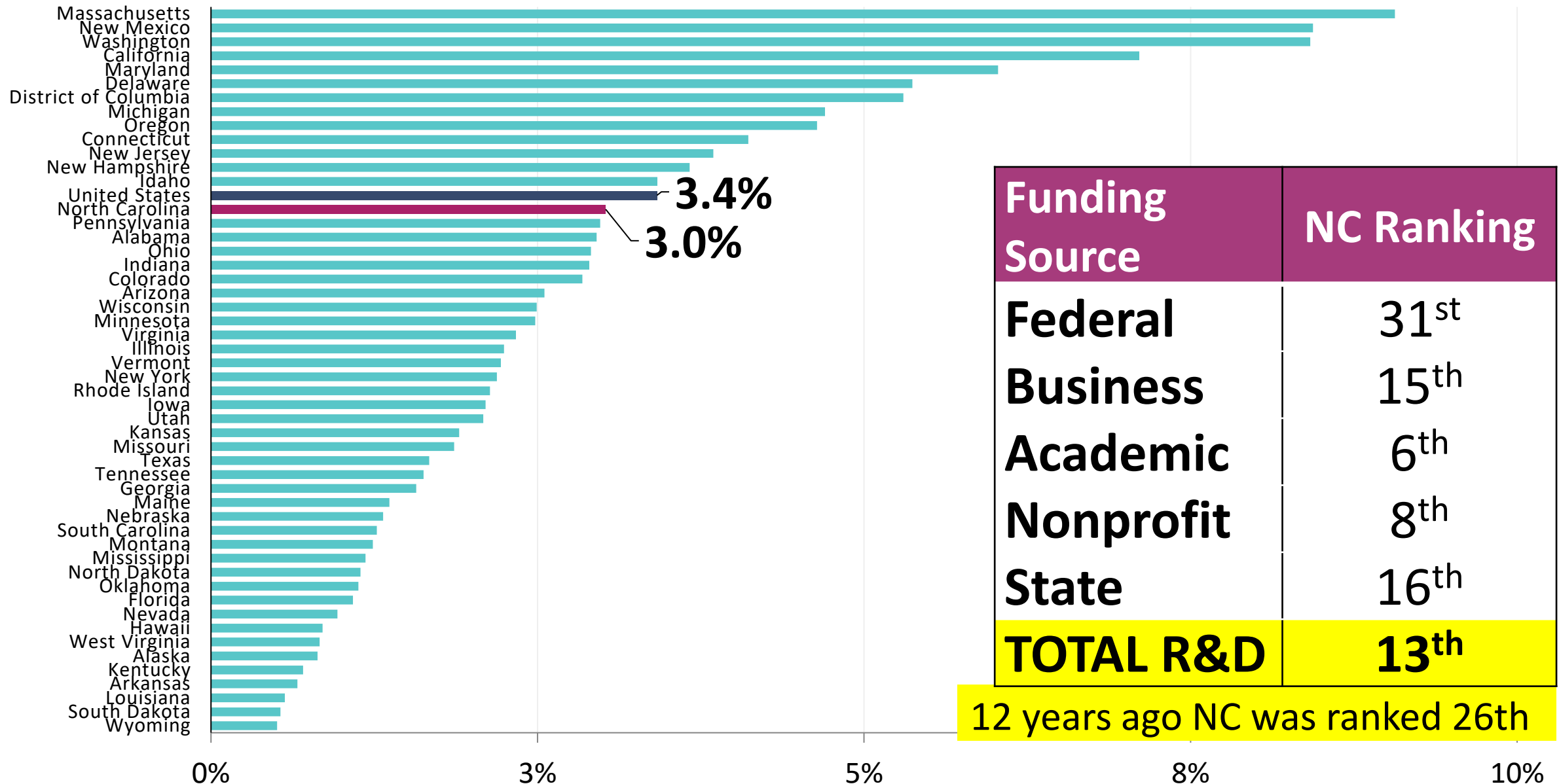
# Veterans in Key Tech Occupations in North Carolina, 2024



# THINGS TO CONSIDER!



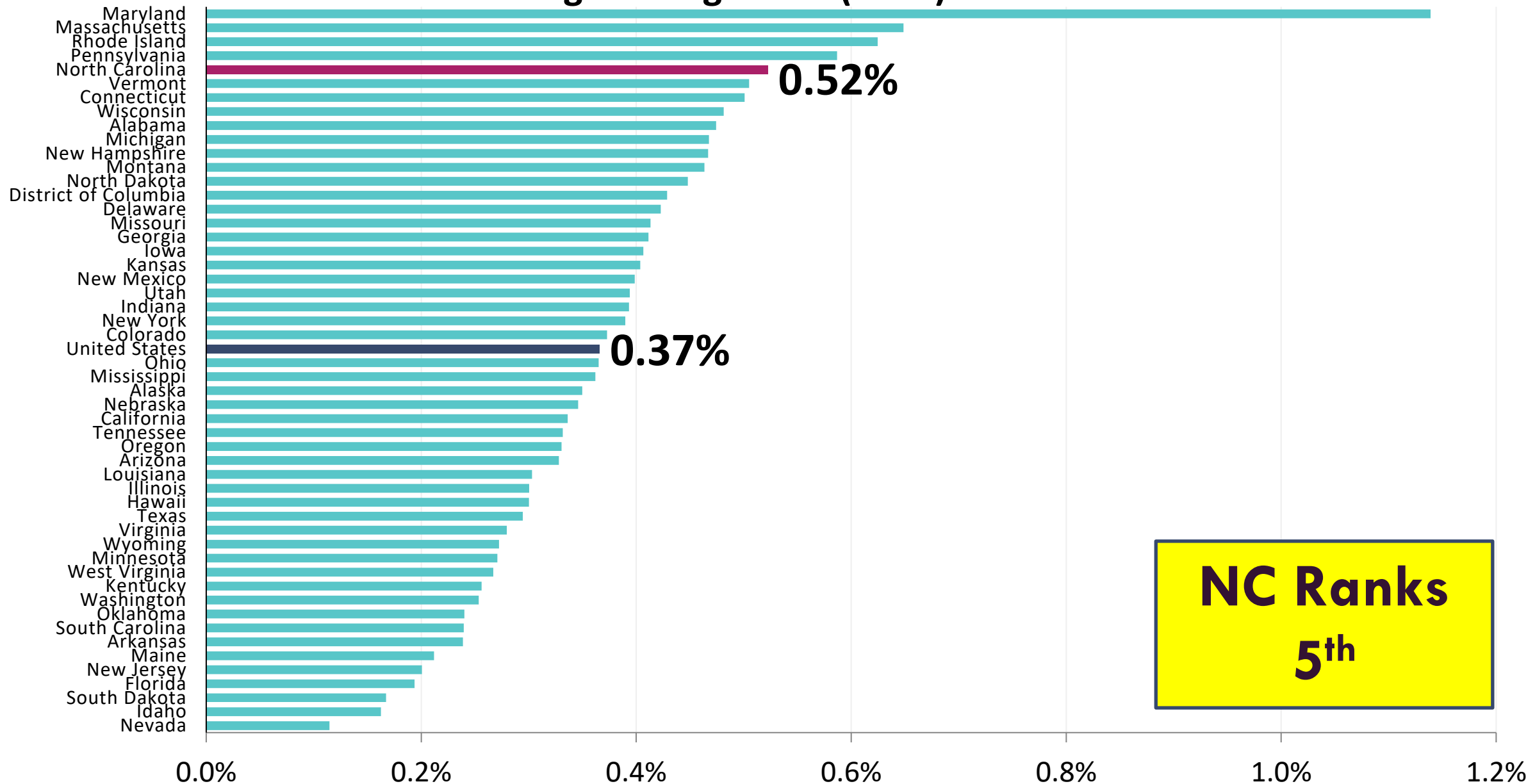
# Total R&D as a Percentage of GDP (2022)



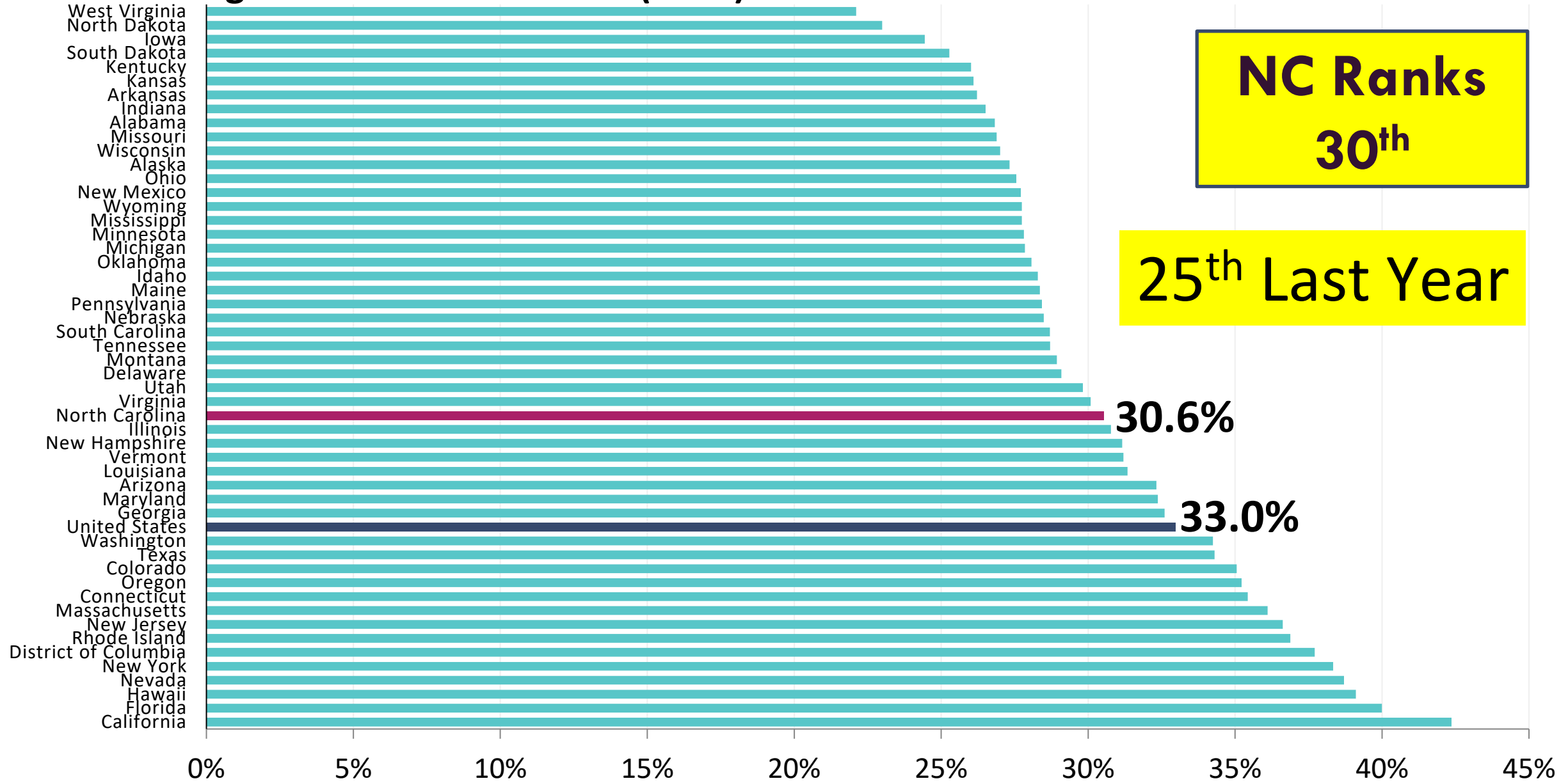
Funding Source	NC Ranking
Federal	31 <sup>st</sup>
Business	15 <sup>th</sup>
Academic	6 <sup>th</sup>
Nonprofit	8 <sup>th</sup>
State	16 <sup>th</sup>
<b>TOTAL R&amp;D</b>	<b>13<sup>th</sup></b>

12 years ago NC was ranked 26th

# Higher Education R&D in Science & Engineering Fields (2023)



# Share of Housing Burdened Households (2024)



**NC Ranks  
30<sup>th</sup>**

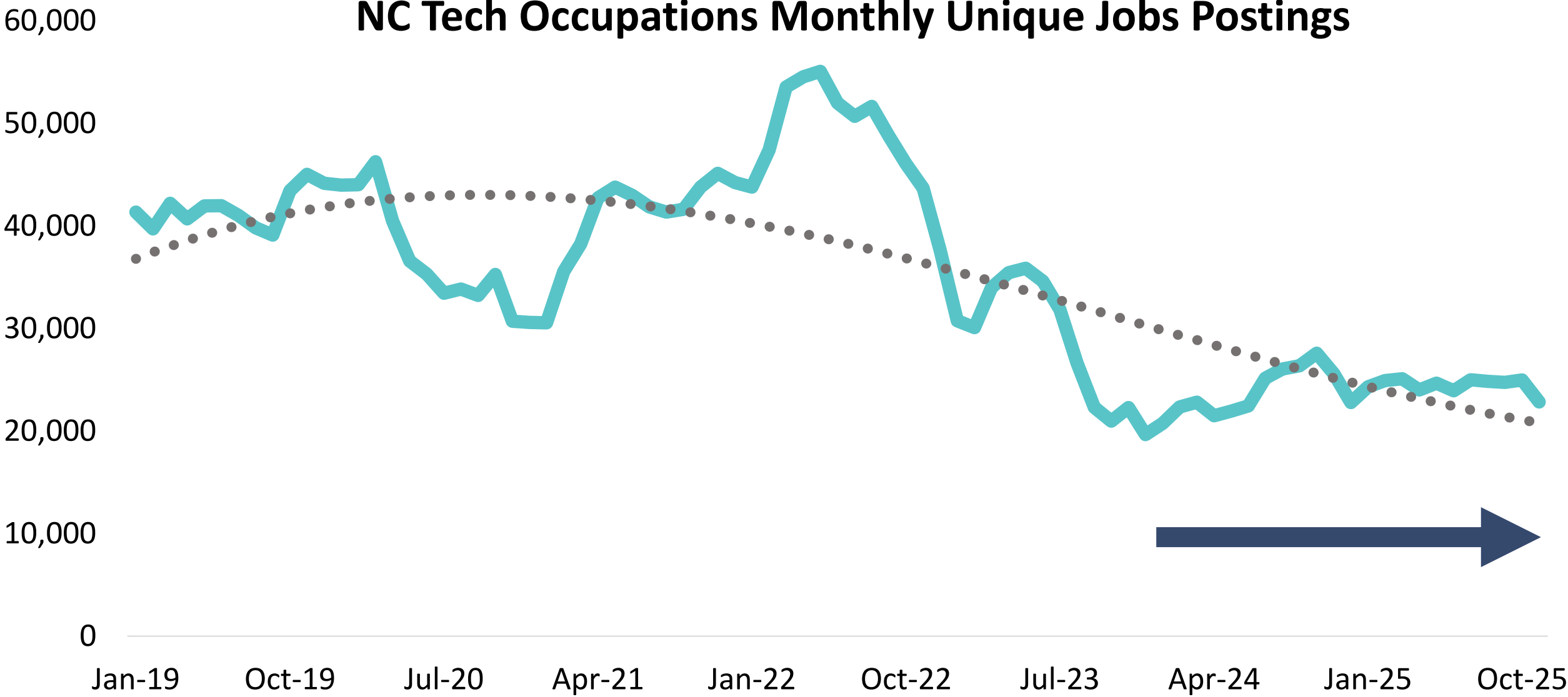
**25<sup>th</sup> Last Year**

**30.6%**

**33.0%**

# The future...

## NC Tech Occupations Monthly Unique Jobs Postings



Source: EL calculations based on Lightcast 2025.4

# Artificial Intelligence

Ford CEO Jim Farley declared, “Artificial intelligence is going to replace literally half of all white-collar workers in the U.S. AI will leave a lot of white-collar people behind.”





# Virginia **AI** Landscape Assessment

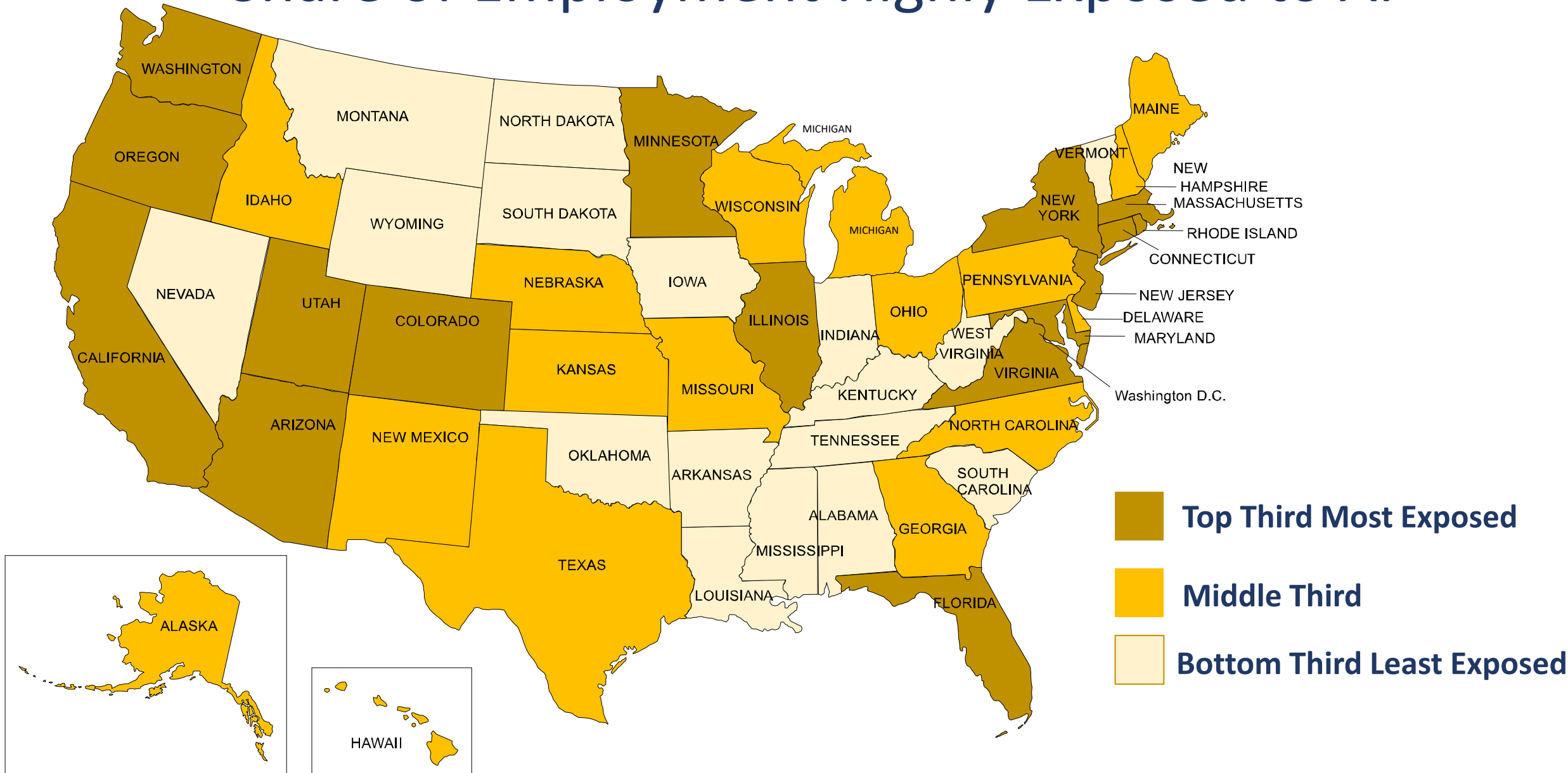
DECEMBER 2025

VA **CHAMBER**  
FOUNDATION

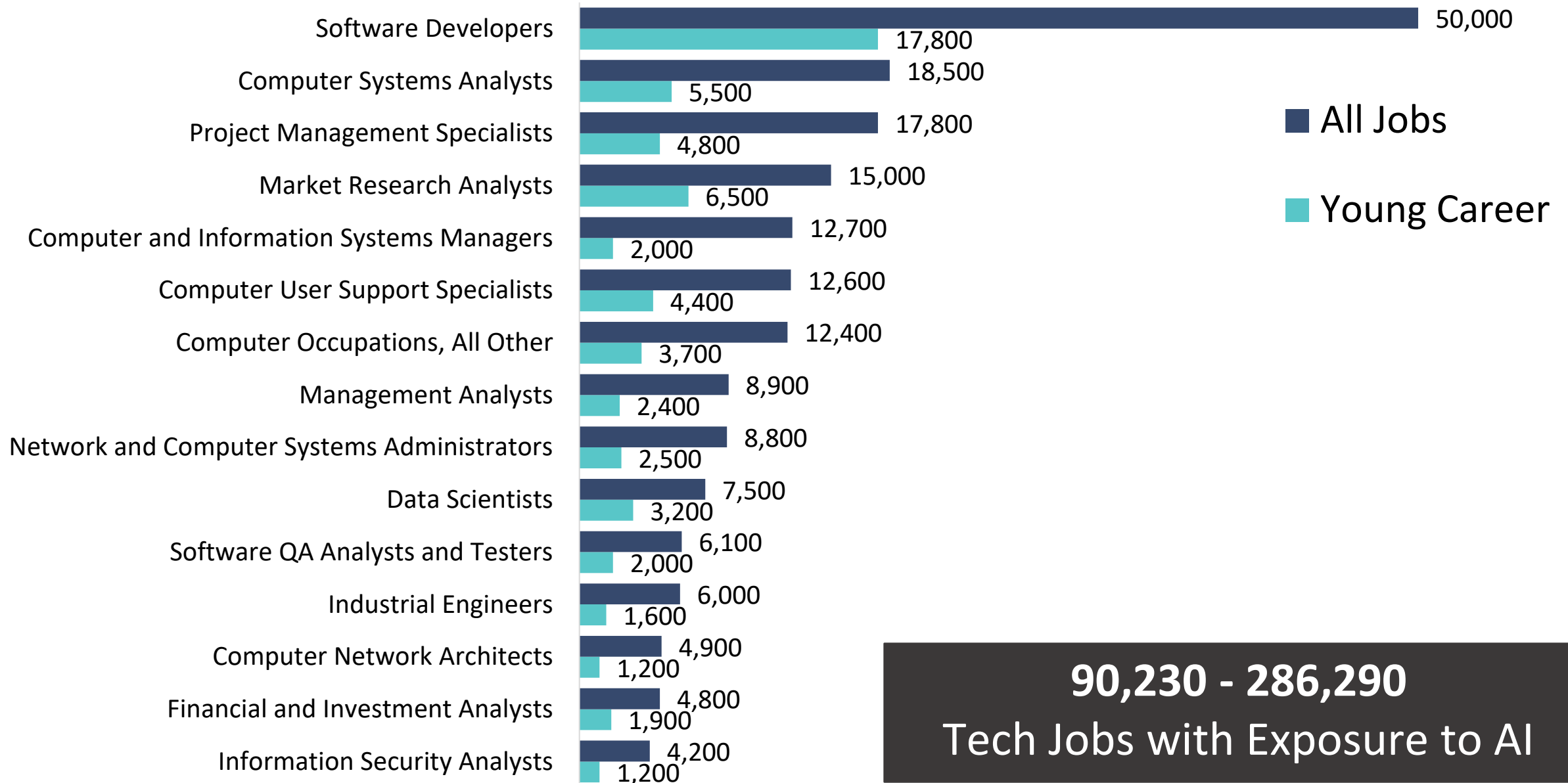
 **ECONOMIC**  
LEADERSHIP

- AI's impact is most likely to be felt in larger and more densely populated metro areas as well as in areas with higher educational attainment levels
- **Forecasted AI related impacts range from 29 percent of jobs to 39 percent of jobs (occupations)**
- Top occupations exposed to AI impacts are software developers, general and operations managers, customer service representatives, and clerical workers
- Half the jobs in finance and insurance, professional services, information, and management exposed

# Share of Employment Highly Exposed to AI



# North Carolina Tech Occupations with Greatest AI Exposure





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