**NCTECH** Association

**CLARKSTON CONSULTING**
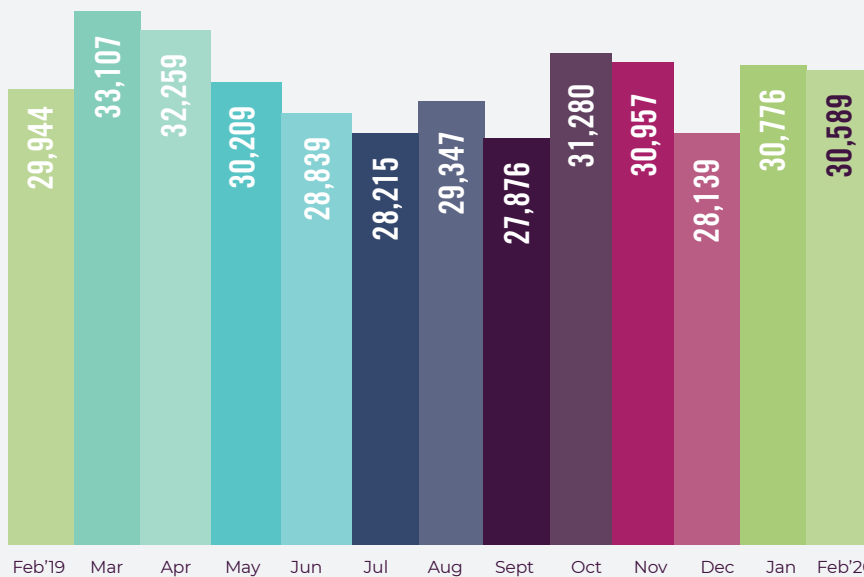
# IT JOB TRENDS

## NC IT JOB POSTINGS FEBRUARY 2020

## TOP 10 Occupations

| Occupations | Feb '20 | Feb '19 |
|---|---|---|
| Software Developers | 7,619 | +3.1% |
| Network + Computer Systems Administrators | 3,127 | -7.7% |
| Computer User Support Specialists | 2,931 | +5.1% |
| Computer Systems Analysts | 2,771 | -1.5% |
| Information Technology Project Managers | 2,675 | -2.6% |
| Information Security Analysts | 2,377 | +13.4% |
| Computer Systems Engineers/Architects | 2,296 | +0.4% |
| Computer + Information Systems Managers | 1,722 | -4.1% |
| Web Developers | 1,631 | -6.6% |
| Software Quality Assurance Engineers | 1,156 | -6.1% |
| **TOTALS** Including All Others | **30,589** | **+0.6%** |

## NC vs US JOB POSTINGS / February 2020

**NC: 30,589** (+0.6% from February 2019)     **US: 937,416** (-6.8% from February 2019)

**TOP JOB POSTINGS / PAST 13 MONTHS**

| Feb'19 | Mar | Apr | May | Jun | Jul | Aug | Sept | Oct | Nov | Dec | Jan | Feb'20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 29,944 | 33,107 | 32,259 | 30,209 | 28,839 | 28,215 | 29,347 | 27,876 | 31,280 | 30,957 | 28,139 | 30,776 | 30,589 |

*Ongoing data updates/revisions may cause fluctuation in job numbers contained in previous monthly reports*

## TOP 10 MSAs

| Location | Feb '20 | Feb '19 |
|---|---|---|
| Charlotte/Concord/Gastonia | 11,856 | +8.5% |
| Raleigh | 8,741 | -12.2% |
| Durham/Chapel Hill | 3,855 | -17.2% |
| Greensboro/High Point | 1,188 | +10.4% |
| Fayetteville | 854 | -6.3% |
| Winston-Salem | 697 | +44.9% |
| Wilmington | 317 | +24.3% |
| Asheville | 217 | +40.9% |
| Burlington | 177 | -6.3% |
| Hickory/Lenior/Monrganton | 155 | +33.6% |
| **TOTALS** Including All Others | **30,589** | **+0.6%** |

## TOP 10 Hard Skills/Certifications

| Skill | Feb '20 |
|---|---|
| Computer Science | 8,561 |
| Architecture | 7,635 |
| Security | 7,628 |
| Analysis | 7,445 |
| Operations | 7,159 |
| Testing | 6,796 |
| Best Practices | 6,529 |
| Software Development | 6,363 |
| Java | 6,249 |
| Infrastructure | 6,241 |

## TOP 10 Hirers of Tech Talent

| Employers |
|---|
| Wells Fargo |
| IBM |
| Oracle |
| Spectrum |
| Bank of America |
| Lowe's |
| Deloitte |
| HCL Technologies |
| PricewaterhouseCoopers |
| General Dynamics |

# TECH TALENT TRENDS REPORT

## REPORT HIGHLIGHTS

While this report demonstrates that there are currently over 30,000 open tech jobs across North Carolina, these numbers were analyzed prior to many of the state and federal actions related to the COVID-19 pandemic. But there is a silver lining for IT professionals – in fact, with more employees shifting to a remote environment – new communication, security and infrastructure tools may be required. This should indicate some stability for technology positions in the months ahead, where uncertainty looms. Some of the high growth tech positions last month were in information security analysts, computer user support specialists, and software developers. Next month's report should provide even more insight into the outlook for tech jobs in North Carolina for the rest of the year.

## LEARNING NEW TECHNOLOGY SKILLS TO MEET THE UNIQUE DEMANDS OF THE COVID-19 PANDEMIC

As organizations adjust to a new norm, technology has become the critical factor in continuing to move forward while implementing strategies for remote work. Companies across industries are making the change by employing technology tools to maintain productivity and community. Zoom, Microsoft Teams, Google G Suite, and Slack are offering many of their products' features for free in response to the crisis' demand. And GitHub, a leading developer collaboration platform, launched a timely mobile app that lets developers manage their coding project remotely. In North Carolina, startups and tech innovators such as All Elements, K4Connect and American Underground have created solutions such that help teams go remote, keep residents connected with loved ones, and make the strong startup community virtual, respectively. Teams have gotten creative with making hiring interviews and conferences virtual, turning events into accessible webinars and demo days into online experiences. Organizations of all sizes and sectors can develop skills that are helpful now and in the future.

Now, almost every company must behave like a technology company. Building the right infrastructure and culture is key. Equip teams with the requisite technology and ensure employees have full access and basic training, helping give confidence in the new way of work. Determine frequency of communication and experiment with new methods, especially using video conferencing to reduce isolation and confusion. Develop new rituals and norms to maintain necessary water cooler chat and implement multiple touchpoints through various media to get projects across the finish line. It's a time of training and learning new ways to use technology that drives productivity and upskills the workplace amidst difficult times.

## BUILDING, GROWING, & SUPPORTING CAREERS

Momentum builds, grows, and supports software development talent, providing relevant skills training for the modern workplace. Clarkston Consulting solves business and technology problems for the world's leading life sciences and consumer products companies. Clarkston Consulting and Momentum are investing in North Carolina by helping visionary companies deploy new and inclusive strategies to find, develop and retain the best technology talent.