

# IT JOB TRENDS

NC IT JOB POSTINGS DECEMBER 2017

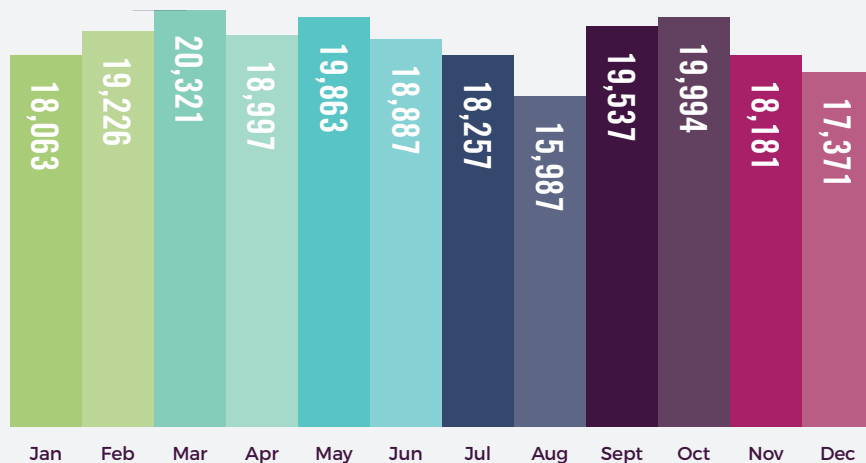
## TOP 10 Occupations

Occupations	Dec '17	Dec '16
Software Developers	2,840	+16.1%
Computer Systems Analysts	2,167	-0.6%
Computer User Support Specialists	2,073	-1.8%
Network + Computer Systems Administrators	1,775	-14.2%
Information Technology Project Managers	1,630	+2.8%
Web Developers	1,322	+3.3%
Computer Systems Engineers/Architects	1,136	+7.4%
Information Security Analysts	1,001	+14.4%
Computer + Information Systems Managers	999	+8.4%
Software Quality Assurance Engineers + Testers	766	+11.5%
<b>TOTALS</b> Including All Others	<b>17,371</b>	<b>+3.4%</b>

## NC vs US JOB POSTINGS / DEC 2017



IT JOB POSTINGS / PAST 12 MONTHS



## TOP 10 MSAs

Location	Dec '17	Dec '16
Charlotte/Concord/Gastonia	5,964	+19.2%
Raleigh	5,853	+0.5%
Durham/Chapel Hill	1,950	+18.8%
Fayetteville	672	-29.9%
Greensboro/High Point	634	-6.6%
Winston-Salem	355	-3.8%
Henderson	196	-52.8%
Asheville	187	+2.2%
Wilmington	187	-1.6%
Burlington	147	+26.7%
<b>TOTALS</b> Including All Others	<b>17,371</b>	<b>+3.4%</b>

## TOP 10 Hard Skills/Certifications

Skill	Dec '17	Dec '16
Java	3,208	+19.8%
Structured Query Language	2,765	+4.1%
Linux	2,491	+12.9%
JavaScript	2,201	+11.4%
Systems Development Life Cycle	1,951	+10.7%
Quality Assurance	1,748	-11.9%
Python	1,688	+29.8%
UNIX	1,634	+2.7%
Technical Support	1,625	-9.5%
Hypertext Markup Language	1,597	+17.8%

## TOP 10 Hirers of Tech Talent

Employers
Bank of America
Oracle
ACCENTURE
Computer Consultants International, Inc.
IBM
Wells Fargo
Deloitte
General Dynamics
Zachary Piper LLC
Piper Enterprise Solutions



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RECRUITING *with* PURPOSE

# Tech Talent Trends Report

January 2018



## Data Summary

Looking back on 2017, recruiting for IT talent in North Carolina was competitive, with over **89,000 open IT positions** throughout the state over the course of the year.

Positions where the search for talent was particularly fierce included roles such as Software Developers, Computer Systems Analysts, and Computer User Support Specialists, with over **11,000 openings** for each role. These positions were frequently sourced in the professional, financial, and information security industries. **Highly valued IT skills** include Java/JavaScript, SQL, and Linux.

## What's Trending in Recruiting?



Looking for creative ways to attract talent to your firm? Here are a few ways that may help:

1. Find where top candidates **spend their time**, both in the world and online. [Here are some ideas...](#)
2. Use **virtual simulations**, online videos, and **clear messaging** so candidates can experience your work culture without leaving home.
3. Do your research before contacting prospective candidates about who they are and their professional interests. A **personalized approach** will carry more weight and bring more success than mass emailing a larger group of people.



## From the Hiring Desk

Did you know **more people change jobs in the month of January** than any other time during the year? If you're hoping to prevent turnover or improve retention on your team, ensure you're doing the following:

1. Ensure your **compensation strategies** are in line with the talent market.
2. Talk to your team about **upcoming goals**.
3. Prioritize the **hiring process**. [Read more...](#)

## Stay Connected



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