

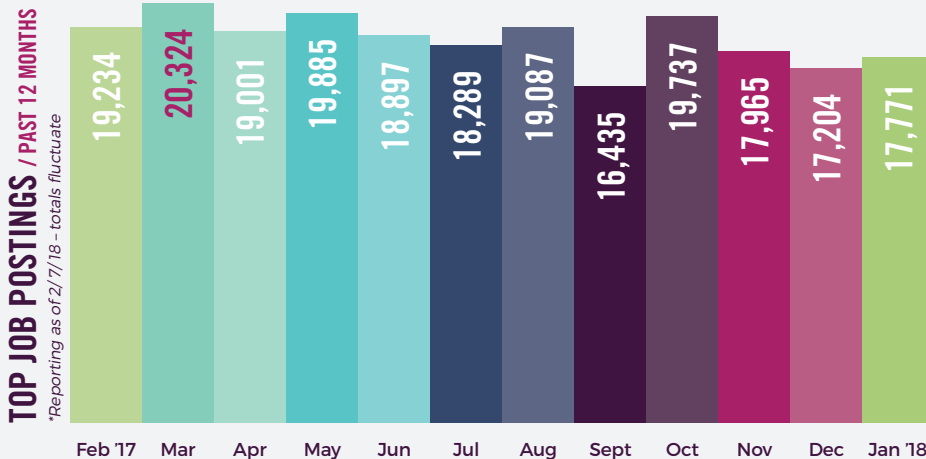
# IT JOB TRENDS

NC IT JOB POSTINGS JANUARY 2018

## TOP 10 Occupations

Occupations	Jan '18	Jan '17
Software Developers	2,925	+9.3%
Computer Systems Analysts	2,222	-6.0%
Computer User Support Specialists	2,045	-9.1%
Network + Computer Systems Administrators	1,847	-16.8%
Information Technology Project Managers	1,810	-1.4%
Web Developers	1,306	-4.9%
Computer Systems Engineers/Architects	1,246	+14.9%
Information Security Analysts	1,107	+30.1%
Computer + Information Systems Managers	984	+7.4%
Software Quality Assurance Engineers + Testers	676	-10.1%
<b>TOTALS</b> Including All Others	<b>17,771</b>	<b>-1.7%</b>

## NC vs US JOB POSTINGS / Jan 2018



## TOP 10 MSAs

Location	Jan '18	Jan '17
Charlotte/Concord/Gastonia	6,309	+17.1%
Raleigh	5,747	-3.5%
Durham/Chapel Hill	2,162	+13.5%
Fayetteville	700	-33.4%
Greensboro/High Point	630	-11.4%
Winston-Salem	379	-10.0%
Henderson	193	-55.4%
Wilmington	173	-10.4%
Burlington	171	+41.3%
Asheville	169	-9.6%
<b>TOTALS</b> Including All Others	<b>17,771</b>	<b>-1.7%</b>

## TOP 10 Hard Skills/Certifications

Skill	Jan '18	Jan '17
Java	3,344	+8.3%
Structured Query Language	2,784	-1.4%
Linux	2,481	+3.3%
JavaScript	2,110	-4.1%
Systems Development Life Cycle	1,964	+7.9%
Quality Assurance	1,761	-15.0%
Python	1,731	+16.0%
Hypertext Markup Language	1,654	+9.4%
Technical Support	1,649	-14.5%
Agile Software Development	1,613	+33.6%

## TOP 10 Hirers of Tech Talent

Employers
IBM
Oracle
ACCENTURE
Bank of America
Computer Consultants International, Inc.
Wells Fargo
Deloitte
General Dynamics
Cisco
BB&T Corporation



greene resources

RECRUITING *with* PURPOSE

# TECH TALENT TRENDS REPORT

February 2018



## DATA SUMMARY

There were 17,771 tech job postings listed in North Carolina in the month of January 2018. While this is an increase of **400 positions** when compared to December 2017, it is 1.7% lower compared to January 2017.

Companies have increased their focus on locating Software and Application Developers, Computer System Engineers, and Information Security Analysts, with an increase in postings for each occupation. **Highly valued IT skills** that have seen an increase in focus compared to 2017 include Agile Software Development, Python, and HTML.

## WHAT'S TRENDING IN RECRUITING?



What are HR professionals talking about in 2018? Here are some common themes:

1. Consider **artificial intelligence** to help automate the more tedious and menial tasks in recruiting. Using AI can help automate candidate searches, pre-screen talent, and even **answer common candidate questions**.
2. As the tech sector continues to grow at a rapid pace, a focus on **transparency** and **timely updates** continues to be critical in attracting and engaging talent. Ensure all candidates are kept up to date on their status throughout the hiring process and aren't left in the dark.
3. Use **data** to make smarter recruiting decisions. Whether it is retention, skills gaps, or compensation concerns, there are ways to **track hiring trends** to help pinpoint both problems and solutions. **[Here's a summary of how one North Carolina county compiled hiring data...](#)**
4. North Carolina is the #1 state in the nation for having the highest percentage of its tech workforce made up of women (36.5%), according to **[NC TECH's State of Tech Industry Report](#)**. Making **diversity**, inclusion, and belonging a priority for your business will result in a more productive, innovative, and engaged team.



## STAY CONNECTED



Jason deFreitas, Vice President of Recruiting Solutions  
[jason@greeneresources.com](mailto:jason@greeneresources.com)

(919) 862-8602

[greeneresources.com](http://greeneresources.com)

