



IT JOB TRENDS

NC IT JOB POSTINGS / 2017 ANNUAL REVIEW

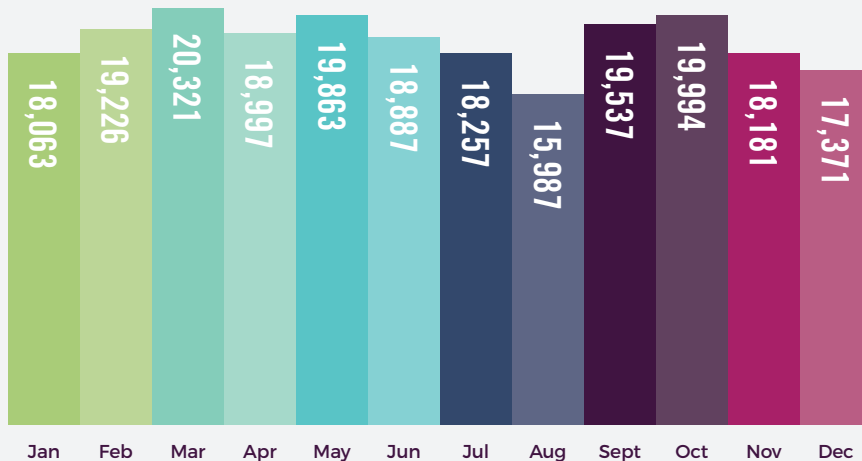
TOP 10 Occupations

Occupations	2017	2016
Software Developers	13,853	-8.3%
Computer Systems Analysts	11,702	-15.8%
Computer User Support Specialists	11,343	-15.2%
Network + Computer Systems Administrators	9,578	-18.3%
Information Technology Project Managers	8,538	-8.5%
Web Developers	7,109	-22.8%
Computer Systems Engineers / Architects	5,284	-13.8%
Computer + Information Systems	4,922	-7.7%
Information Security Analysts	4,599	-8.7%
Software Quality Assurance Engineers + Testers	3,948	-11.3%
TOTALS Including All Others	89,643	-14.5%

NC vs US JOB POSTINGS / 2017



IT JOB POSTINGS / PAST 12 MONTHS



TOP 10 MSAs

Location	2017	2016
Charlotte/Concord/Gastonia	31,710	-1.7%
Raleigh	28,927	-20.1%
Durham/Chapel Hill	9,513	-27.1%
Greensboro/High Point	3,451	-21.6%
Fayetteville	3,229	-12.0%
Winston-Salem	2,125	-29.2%
Henderson	1,149	+15.4%
Wilmington	1,085	-0.1%
Asheville	922	-11.3%
Jacksonville	756	-20.6%
TOTALS Including All Others	89,643	-14.5%

TOP 10 Hard Skills/Certifications

Skill	2017	2016
Java	14,972	-8.8%
Structured Query Language	13,505	-17.1%
Linux	11,202	-12.8%
JavaScript	10,300	-11.6%
Systems Development Life Cycle	9,541	-13.7%
Quality Assurance	8,987	-19.0%
Technical Support	8,718	-11.9%
UNIX	7,894	-18.2%
Microsoft SQL Server	7,647	-19.7%
Web Services	7,481	-10.7%

TOP 10 Hirers of Tech Talent

Employers
Bank of Americ
Oracle
ACCENTURE
Wells Fargo
IBM
General Dynamics
Cisco
Deloitte
Red Hat
BB&T Corporation



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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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