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Connecticut Technology Labor Market Landscape

March 2024

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Methodology

Methodology

Definitions

Lightcast

Data from over 65,000 sources a day, contributing to a database with over 1 billion job postings.

Entry – Level Roles

Recently graduated from a degree program or with 0-3 years of experience.

Types of Professionals – Technology

Type 1: Technology Professionals working in Technology Industry



Google

Type 2: Technology Professionals working outside Technology Industry



Hartford
HealthCare

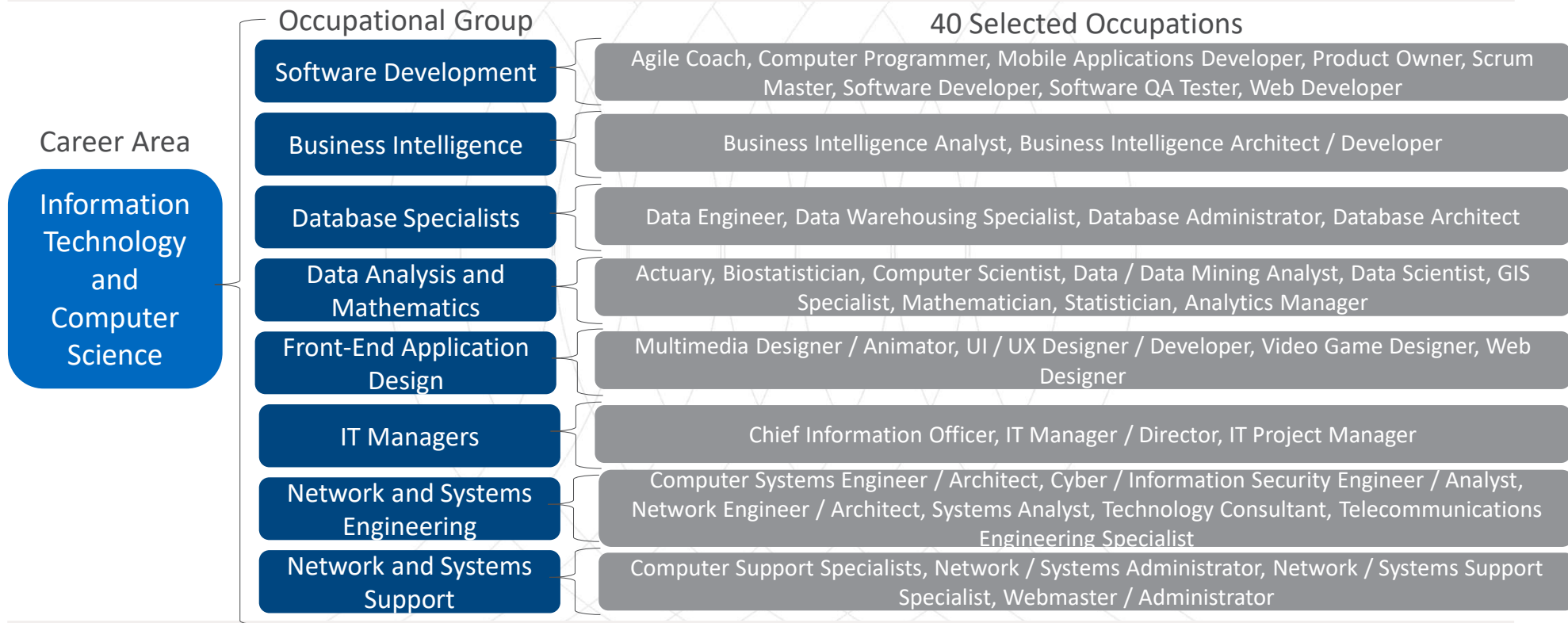
Type 3: Professional with Generalist Technology Skills



Stanley
Black &
Decker

Methodology

Technology Professionals: Selected Occupations – Lightcast Occupational Taxonomy (LOT)

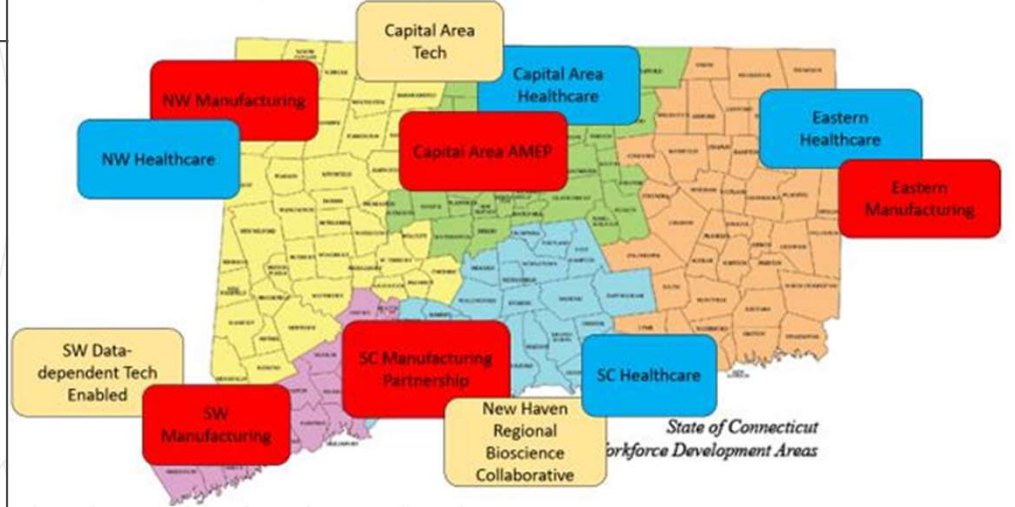


Methodology

Selected Regions

| Region | Cities |
|---|--|
| Southwest Connecticut Data-dependent Tech Enabled | Greenwich, Stamford, Darien, New Canaan, Wilton, Norwalk, Westport, Weston, Easton, Fairfield, Bridgeport, Stratford, Trumbull, Monroe, Shelton, Derby, Ansonia, Seymour, Oxford, Beacon Falls |

Good Jobs Challenge & CT's Regional Sector Partnerships



Key Takeaways

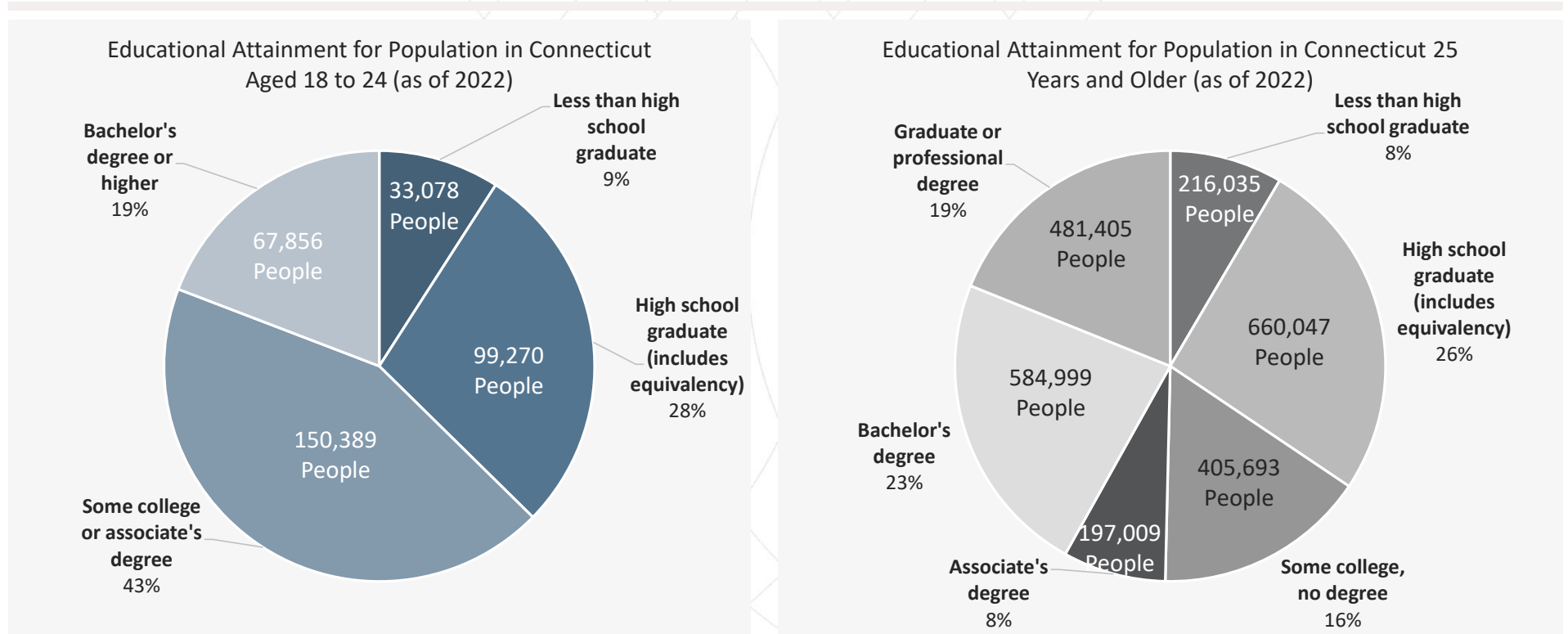
- There have been 6,866 job postings for entry-level tech talent in CT over the past 12 months
 - 2,129 Type 1 Job Postings
 - 4,737 Type 2 Job Postings
 - 24,219 Type 3 Job Postings
- There is a considerable pool of talent that could be trained or upskilled for tech jobs (approximately 1 million people, based on educational attainment in CT).
- Most open tech jobs are outside of the tech industry in Connecticut.
 - Convening employers by industry to develop new pathways may be beneficial.
- Although this data is showing entry-level tech job openings, most are looking for 2-3 years of experience at a minimum. This may be a good opportunity for introducing more work-based learning like internships.
- There is very little demand for entry-level talent that requires only an associate's degree (1,271 Job Postings state-wide).
- Postsecondary program completion data suggests that there are opportunities to:
 - Invest in new or expanded training programs to meet labor market needs for occupations like Software Developers and Network/Systems Engineers.
 - Increase efforts to retain completers of data analytics and business analysis programs in CT jobs.



Connecticut Economic Overview

Educational Attainment for Population in Connecticut

Majority of population aged 18-24 in Connecticut have a high school diploma or some college/an associate's degree.



Connecticut Unemployment Rate

3.6

Connecticut October 2023
Unemployment Rate

3.9

United States October 2023
Unemployment Rate

Counties with the Highest Unemployment Rate in Connecticut

| County | Unemployment Rate |
|---------------|-------------------|
| Hartford | 5.6 |
| Waterbury | 5.3 |
| Bridgeport | 4.9 |
| Ansonia | 4.8 |
| New Britain | 4.5 |
| New London | 4.5 |
| Stratford | 4.3 |
| Derby | 4.2 |
| East Hartford | 4.2 |
| Darien | 4 |
| Mansfield | 4 |
| Naugatuck | 4 |
| New Haven | 4 |



Google

Connecticut

Entry – Level Tech Talent Demand

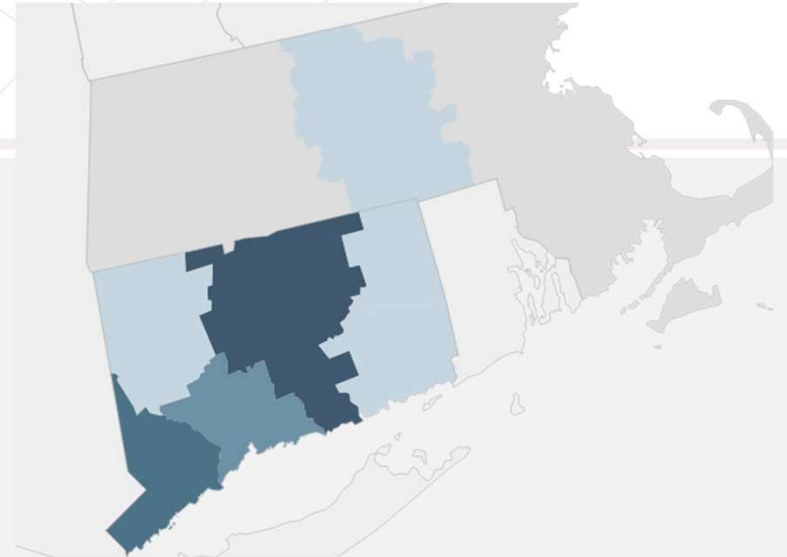
Connecticut Technology Job Postings over Past 12 Months (Entry - Level)

6,866

Cumulative Active Unique Entry – Level Job Postings for **Technology Occupations** for **any Industry** (Past 12 Months) in CT.

69%

Of Entry-Level Technology Job Postings in CT are **outside of Technology Industry**.



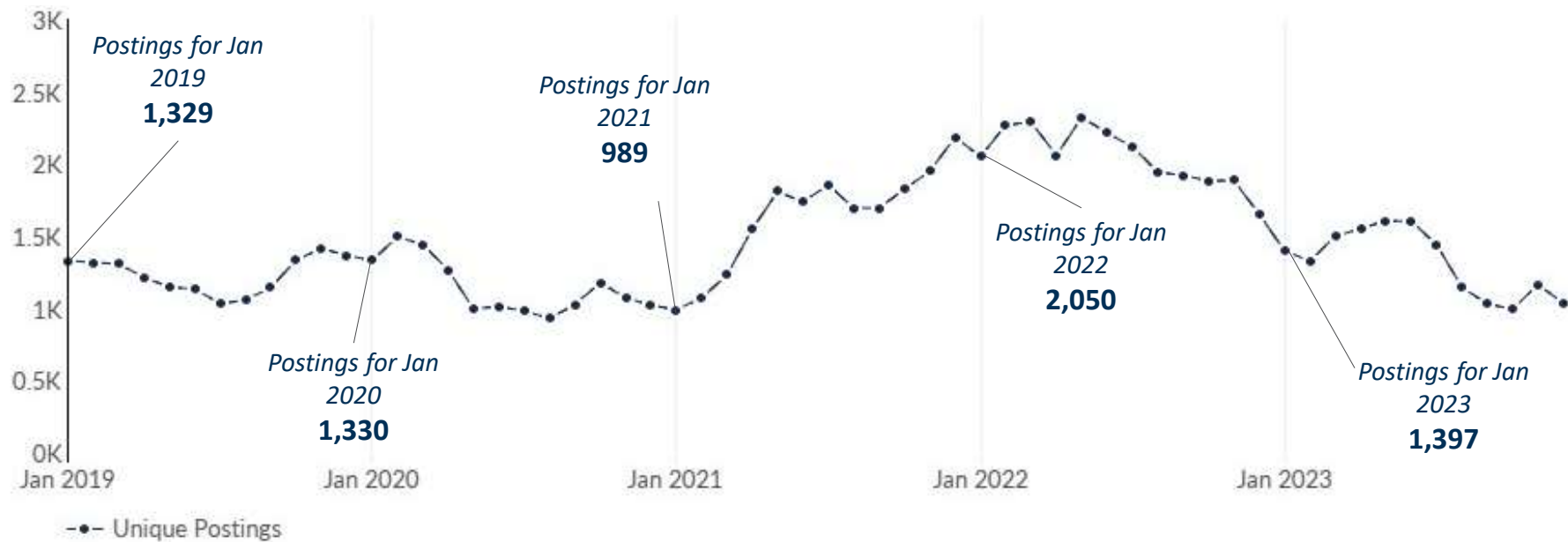
Hartford – East Hartford - Middletown
3,216 Job Postings

Bridgeport – Stamford - Norwalk
1,697 Job Postings

New Haven – Milford
855 Job Postings

Connecticut Technology Job Postings Over Past 5 Years (Entry - Level)

Entry – Level Job Postings Trend for Technology Occupations in any Industry in CT
Past 5 Years



Top Companies Hiring for Entry – Level Technology Talent in Connecticut

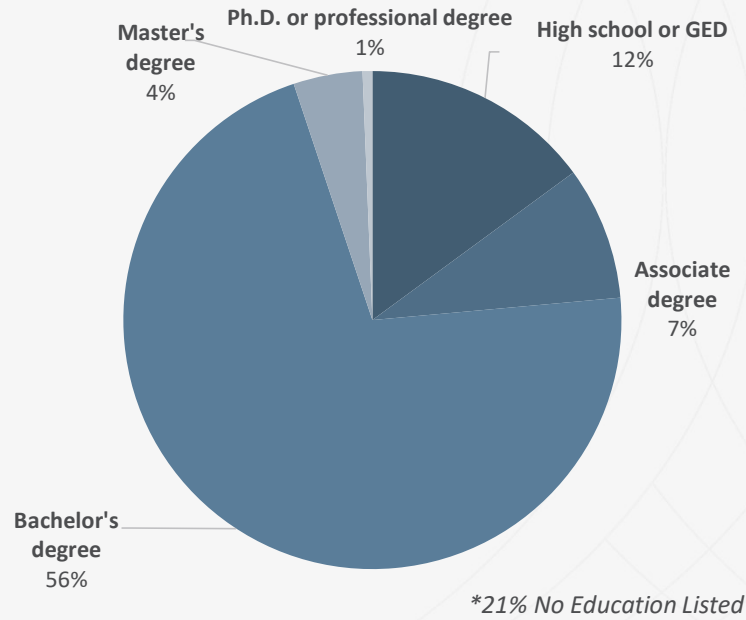
| | |
|-----------------------|-----|
| Travelers | 387 |
| Cigna | 156 |
| CVS Health | 118 |
| General Dynamics | 117 |
| Deloitte | 108 |
| The Hartford | 107 |
| Eversource Energy | 103 |
| Lumen Technologies | 93 |
| Raytheon Technologies | 91 |
| Yale University | 80 |
| The Cigna Group | 69 |
| UnitedHealth Group | 68 |
| Elevance Health | 62 |
| Guidehouse | 62 |
| Accenture | 61 |
| Yale New Haven Health | 56 |
| Humana | 56 |

| | |
|--|----|
| Nelnet | 45 |
| ASML | 43 |
| KPMG | 42 |
| Spectrum | 40 |
| Ford | 39 |
| Pearson Education | 38 |
| Community Health Center | 38 |
| Capital One | 37 |
| Compassmsp | 33 |
| Marriott International | 28 |
| The College Board | 27 |
| Gartner | 26 |
| Hartford HealthCare | 26 |
| Infosys | 25 |
| Webster Bank | 25 |
| Logicalis | 24 |
| United States Department of the Treasury | 24 |

| | |
|---------------------------|----|
| Interactive Brokers | 24 |
| Gsk Solutions | 23 |
| Frontier Communications | 23 |
| Coccoluzzi | 22 |
| Sacred Heart University | 21 |
| University of Connecticut | 21 |
| Prime Therapeutics | 21 |
| Red River | 21 |
| FactSet Research Systems | 20 |
| Advantage Solutions | 19 |
| Pratt & Whitney | 19 |
| Lincoln Financial Group | 19 |
| Henkel | 19 |
| Expedia Group | 19 |
| PricewaterhouseCoopers | 18 |
| Stanley Black & Decker | 17 |

Connecticut Technology Job Postings Education, Experience and Average Advertised Salary (Entry - Level)

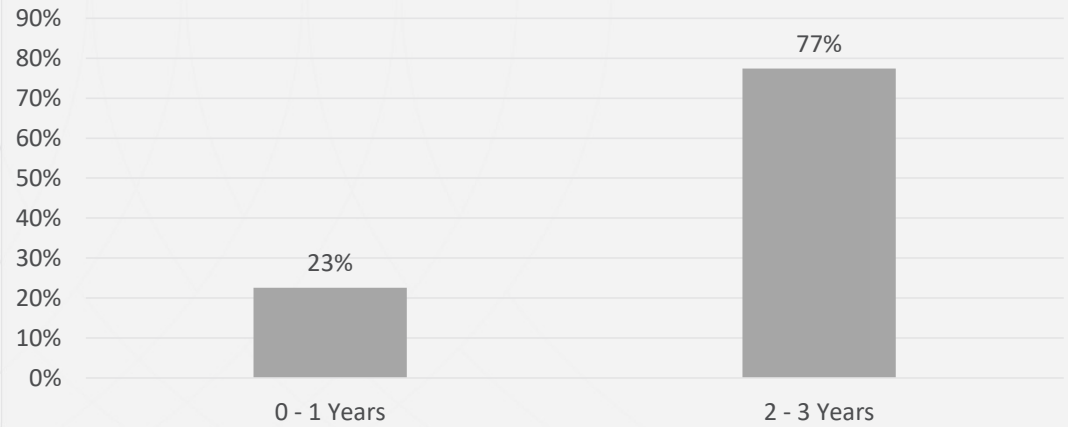
Minimum **Education** Level Requested for Entry - Level Technology job postings in CT (Past 12 Months)



The Average Salary Range
For Entry – Level Technology job postings in CT (Past 12 Months)

\$95,000

Minimum **Experience** Level Requested for Entry - Level Technology job postings in CT (Past 12 Months)



Top Job Titles Posted for Entry - Level Technology Roles in Connecticut (Past 12 Months)

Computer Support Specialist

1,272

Job Postings (Past 12 Months)

Data / Data Mining Analyst

291

Job Postings (Past 12 Months)

Systems Analyst

247

Job Postings (Past 12 Months)

Software Developer / Engineer

1,131

Job Postings (Past 12 Months)

Technology Consultant

263

Job Postings (Past 12 Months)

IT Manager

229

Job Postings (Past 12 Months)

Computer Systems
Engineer/Architect

330

Job Postings (Past 12 Months)

Cyber / Information Security
Engineer / Analyst

261

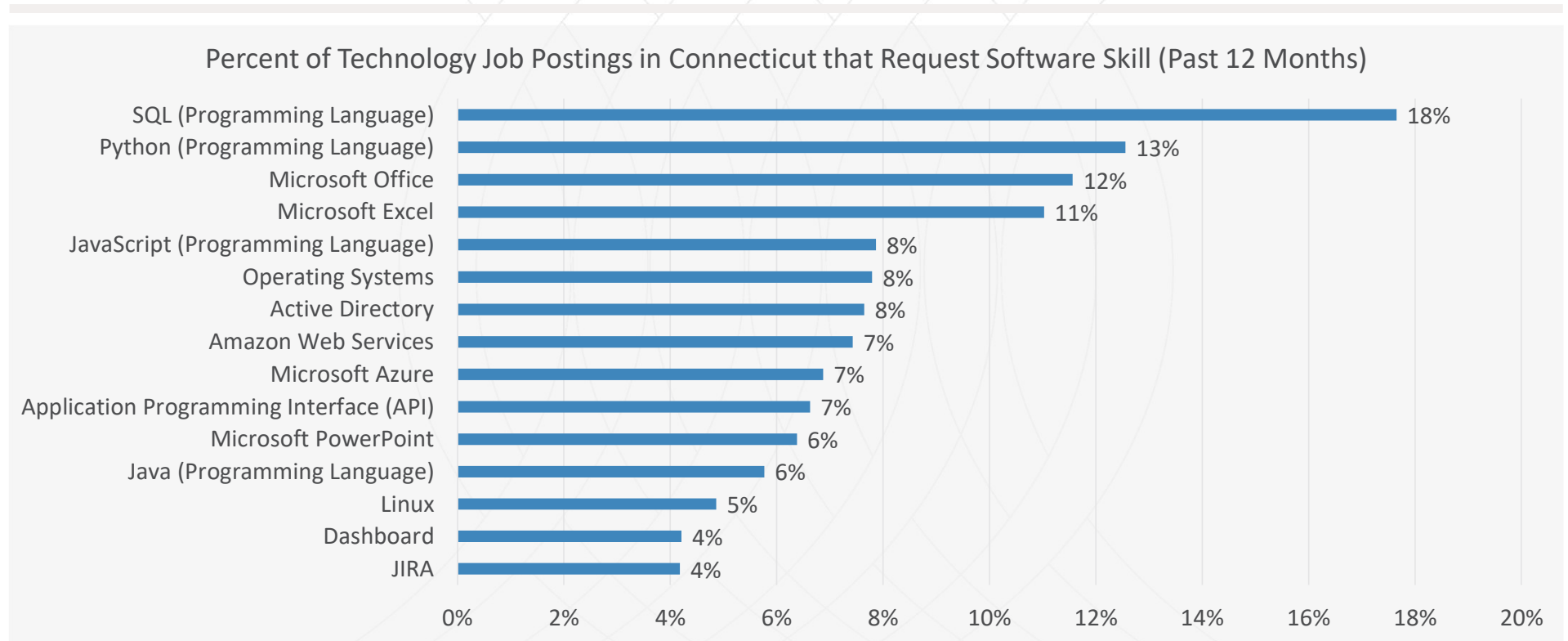
Job Postings (Past 12 Months)

Business Intelligence
Architect / Developer

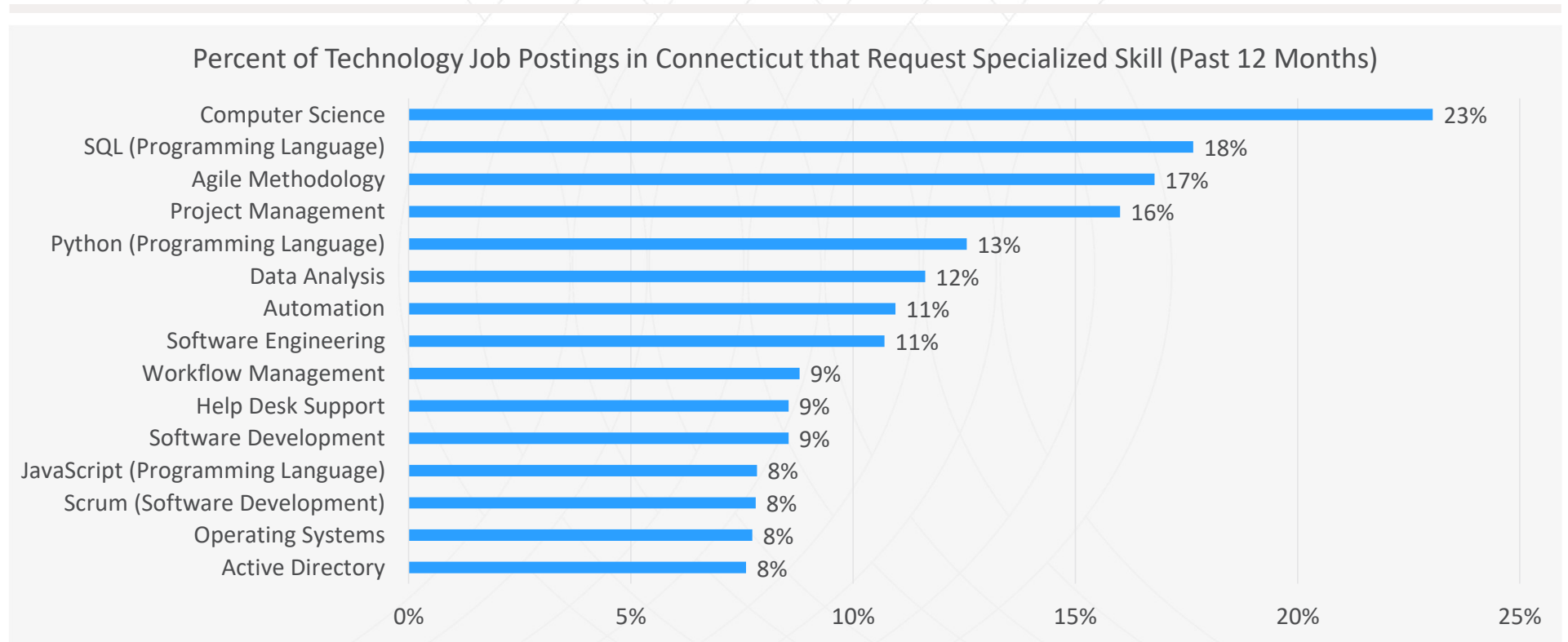
203

Job Postings (Past 12 Months)

Top Software Skills Requested for Entry – Level Technology Talent in Connecticut (Past 12 Months)



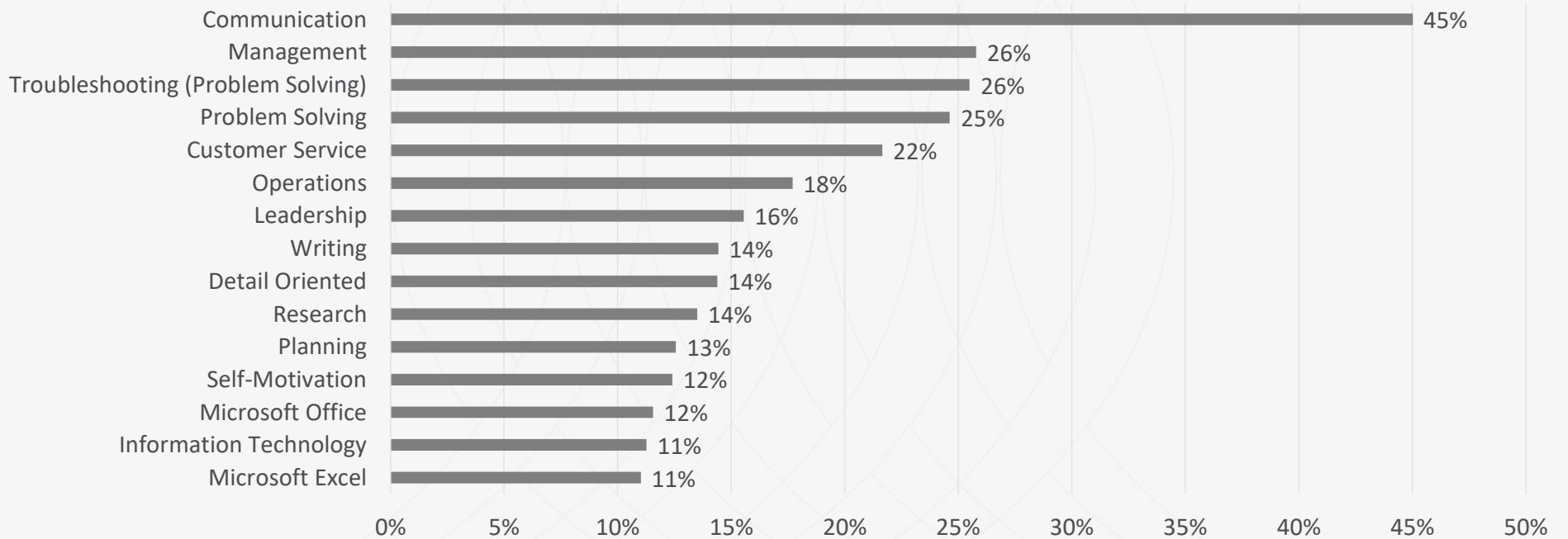
Top Specialized Skills Requested for Entry - Level Technology Talent in Connecticut (Past 12 Months)



Top Common Skills Requested for Entry – Level Technology Talent in Connecticut (Past 12 Months)

CWO

Percent of Technology Job Postings in Connecticut that Request Common Skill (Past 12 Months)



Slide 20

CWO Update title of slide to Common skill
Candace Williams, 2024-01-29T14:35:18.244

Top Qualifications Requested for Entry - Level Technology Talent in Connecticut (Past 12 Months)

| Qualification | Number of Postings Requesting Qualification |
|---|---|
| CompTIA A+ | 237 |
| Security Clearance | 128 |
| CompTIA Network+ | 112 |
| Certified Information Systems Security Professional | 106 |
| Microsoft Certified Professional | 91 |
| CompTIA Security+ | 87 |
| Actuarial Exams | 69 |
| Secret Clearance | 61 |
| Cisco Certified Network Associate | 60 |
| Certified Information System Auditor (CISA) | 56 |
| Project Management Professional Certification | 56 |
| Certified Information Security Manager | 52 |
| Master Of Business Administration (MBA) | 45 |
| Registered Nurse (RN) | 40 |
| GIAC Certifications | 38 |

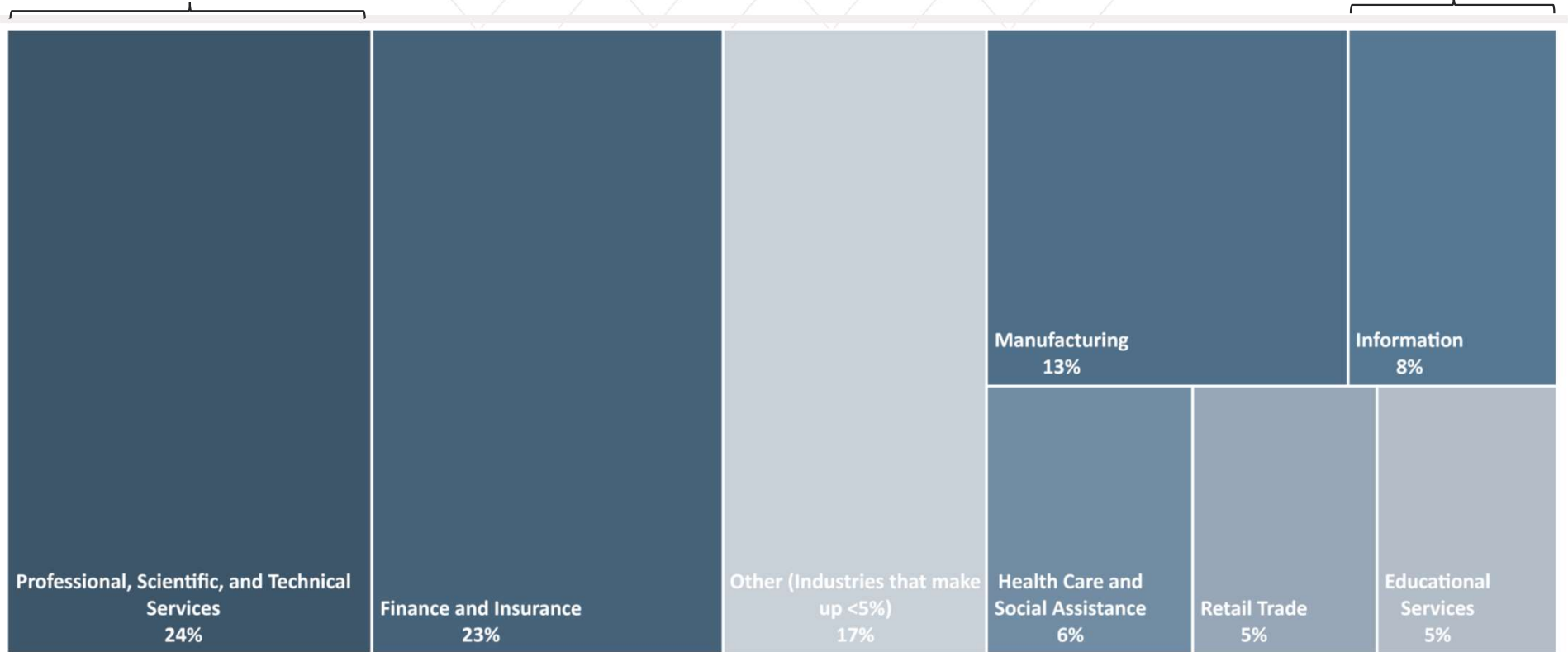


Connecticut

Entry – Level Tech Talent Demand

Connecticut Technology Job Postings by Industry (Entry - Level)

31% of Technology Job Postings are in Tech Industries



Connecticut Technology Job Postings by Industry (Entry - Level)

Professional, Scientific, and Technical Services

24% or 1,380

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 303 Postings
 - Software Developer / Engineer
 - 220 Postings
 - Business Intelligence Architect
 - 87 Postings
- Top Companies Hiring
 - Deloitte - 108 Postings
 - Guidehouse- 62 Postings
 - Accenture - 61 Postings

Finance and Insurance

23% or 1,328

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 253 Postings
 - Computer Support Specialist
 - 86 Postings
 - Actuary
 - 83 Postings
- Top Companies Hiring
 - Travelers - 387 Postings
 - Cigna - 156 Postings
 - The Hartford- 107 Postings

Manufacturing

13% or 781

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 172 Postings
 - Computer Systems Engineer
 - 116 Postings
 - Computer Support Specialist
 - 93 Postings
- Top Companies Hiring
 - General Dynamics – 117 Postings
 - Raytheon Technologies – 91 Postings
 - ASML- 43 Postings

Connecticut Technology Job Postings by Industry (Entry - Level)

Information

8% or 1,054

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 109 Postings
 - Computer Support Specialist
 - 65 Postings
 - Computer Systems Engineer
 - 34 Postings
- Top Companies Hiring
 - Lumen Technologies - 93 Postings
 - Spectrum - 40 Postings
 - Pearson Education - 38 Postings

Health Care and Social Assistance

7% or 334

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialists
 - 97 Postings
 - Software Developer / Engineer
 - 24 Postings
 - Systems Analyst
 - 23 Postings
- Top Companies Hiring
 - Yale New Haven Health - 56 Postings
 - Community Health Center - 38 Postings
 - Hartford Healthcare -26 Postings

Retail Trade

5% or 299

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 58 Postings
 - Software Developer / Engineer
 - 57 Postings
 - Data Scientist
 - 13 Postings
- Top Companies Hiring
 - CVS Health– 118 Postings
 - Logicalis– 24 Postings
 - Town Fair Tire - 15 Postings



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Decker*

Connecticut

Entry – Level Professionals with Generalist Technology Skills Demand

Business Technology Skills Cluster

Business Intelligence, Business Intelligence Software, Financial Analysis, Financial Modeling

6,204

Cumulative Active Unique Entry – Level and Job Postings for Business Technology Generalist Positions (Past 12 Months) in Connecticut.

\$83.3K

Median Advertised Salary

Top In – Demand Technology Skills

Excel, SQL, Tableau, Power BI, Python, Financial Analysis, Data Analysis

| | |
|--------------------------|-----|
| Yale New Haven Health | 213 |
| Travelers | 190 |
| M&T Bank | 182 |
| Cigna | 179 |
| Yale University | 177 |
| CVS Health | 98 |
| Elevance Health | 87 |
| UnitedHealth Group | 80 |
| Lumen Technologies | 79 |
| Eversource Energy | 74 |
| The Hartford | 72 |
| Lovesac Furniture Co. | 67 |
| The Cigna Group | 62 |
| Walgreens Boots Alliance | 57 |
| Marriott International | 49 |

Financial Analyst

510

Job Postings (Past 12 Months)

Business / Management Analyst

319

Job Postings (Past 12 Months)

Accountant

299

Job Postings (Past 12 Months)

Data Technology Skills Cluster

Data Analysis, Data Science, Data Visualization, Statistical Software, Statistics, Data Management, Data Storage, Data Architecture and Admin, Databases

13,538

Cumulative Active Unique Entry – Level and Job Postings for Data Technology Generalist Positions (Past 12 Months) in Connecticut.

\$80.3K

Median Advertised Salary

Top In – Demand Technology Skills

Excel, SQL, Dashboard, Python, Data Analysis, Project Management, Auditing

| | |
|---------------------------------------|-----|
| Yale New Haven Health | 463 |
| Yale University | 345 |
| Cigna | 264 |
| Travelers | 252 |
| Connecticut Children's Medical Center | 173 |
| Eversource Energy | 166 |
| CVS Health | 161 |
| Raytheon Technologies | 140 |
| Alternative Services Connecticut | 140 |
| ASML | 127 |
| UnitedHealth Group | 127 |
| State Of Connecticut | 123 |
| The Cigna Group | 118 |
| Elevance Health | 115 |
| Lumen Technologies | 114 |

Business / Management Analyst

457

Job Postings (Past 12 Months)

Financial Analyst

397

Job Postings (Past 12 Months)

Office / Administrative Assistant

393

Job Postings (Past 12 Months)

Coding and Scripting Languages Skills Cluster

C and C++, Java, JavaScript and jQuery, Other Programming Languages, Scripting, Scripting Languages, Software Development Tools **Excludes 40 selected tech occupations*

1,338

Cumulative Active Unique Entry – Level and Job Postings for Coding and Scripting Generalist Positions (Past 12 Months) in Connecticut.

\$78.2K

Median Advertised Salary

Top In – Demand Technology Skills

Python, Excel, SQL, C, Scripting, Project Management

| | |
|---------------------------------------|----|
| ASML | 90 |
| CDM Smith | 32 |
| Raytheon Technologies | 30 |
| Ascena Retail Group | 25 |
| Chegg | 21 |
| Shake Shack | 21 |
| Intel | 20 |
| Connecticut Children's Medical Center | 19 |
| Lumen Technologies | 18 |
| General Dynamics | 18 |
| Rite Aid | 18 |
| UnitedHealth Group | 17 |
| Capital One | 16 |
| The Hartford | 15 |
| Yale New Haven Health | 14 |

Business / Management Analyst

65

Job Postings (Past 12 Months)

Industrial Engineer

49

Job Postings (Past 12 Months)

Project Manager

36

Job Postings (Past 12 Months)

Human Resources Software Skills Cluster

HR Software

1,261

Cumulative Active Unique Entry – Level and Job Postings for HR Software Generalist Positions (Past 12 Months) in Connecticut.

\$64.1K

Median Advertised Salary

Top In – Demand Technology Skills

Human Resources Information System (HRIS), Excel, Kronos, Workday, Auditing

| | |
|---------------------------|----|
| Hartford HealthCare | 84 |
| Community Health Center | 50 |
| Yale University | 44 |
| Deloitte | 31 |
| Yale New Haven Health | 28 |
| Global Medical Response | 18 |
| State Of Connecticut | 16 |
| Guidehouse | 12 |
| Benchmark Senior Living | 11 |
| ABS Kids | 8 |
| Ryder | 8 |
| Healthplanone | 8 |
| SS&C Technologies | 7 |
| ASML | 7 |
| University of Connecticut | 7 |

HR / Labor Relations Specialist

255

Job Postings (Past 12 Months)

Human Resources Assistant

109

Job Postings (Past 12 Months)

Recruiter

86

Job Postings (Past 12 Months)

Technical Support and Services Skills Cluster

Technical Support and Services *Excludes 40 selected tech occupations

1,878

Cumulative Active Unique Entry – Level and Job Postings for Tech Support Generalist Positions (Past 12 Months) in Connecticut.

\$64.6K

Median Advertised Salary

Top In – Demand Technology Skills

Excel, Microsoft Office, Operating Systems, Technical Support, Technical Services, Project Management, Help Desk Support

| | |
|-----------------------------|----|
| Frans Global Projects Group | 67 |
| Eversource Energy | 63 |
| Yale University | 42 |
| Community Health Center | 36 |
| Yale New Haven Health | 36 |
| Comcast | 28 |
| Cigna | 17 |
| Raytheon Technologies | 16 |
| Travelers | 16 |
| Maximus | 15 |
| CDM Smith | 14 |
| Radiology Partners | 12 |
| Saint Francis Health System | 12 |
| TRUMPF | 11 |
| American Heart Association | 11 |

MRI / CT Technician / Technologist

89

Job Postings (Past 12 Months)

Repair / Service Technician

84

Job Postings (Past 12 Months)

Customer Service Representatives

76

Job Postings (Past 12 Months)



Connecticut Occupations Deep Dive

Computer Support Specialist

Entry – Level Tech Job Postings



1,272

Cumulative Active Unique **Entry – Level** Job Postings for Computer Support Specialist (Past 12 Months) in Connecticut.

\$54.9K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



431

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Computer Support Specialist (Past 12 Months) in Connecticut.

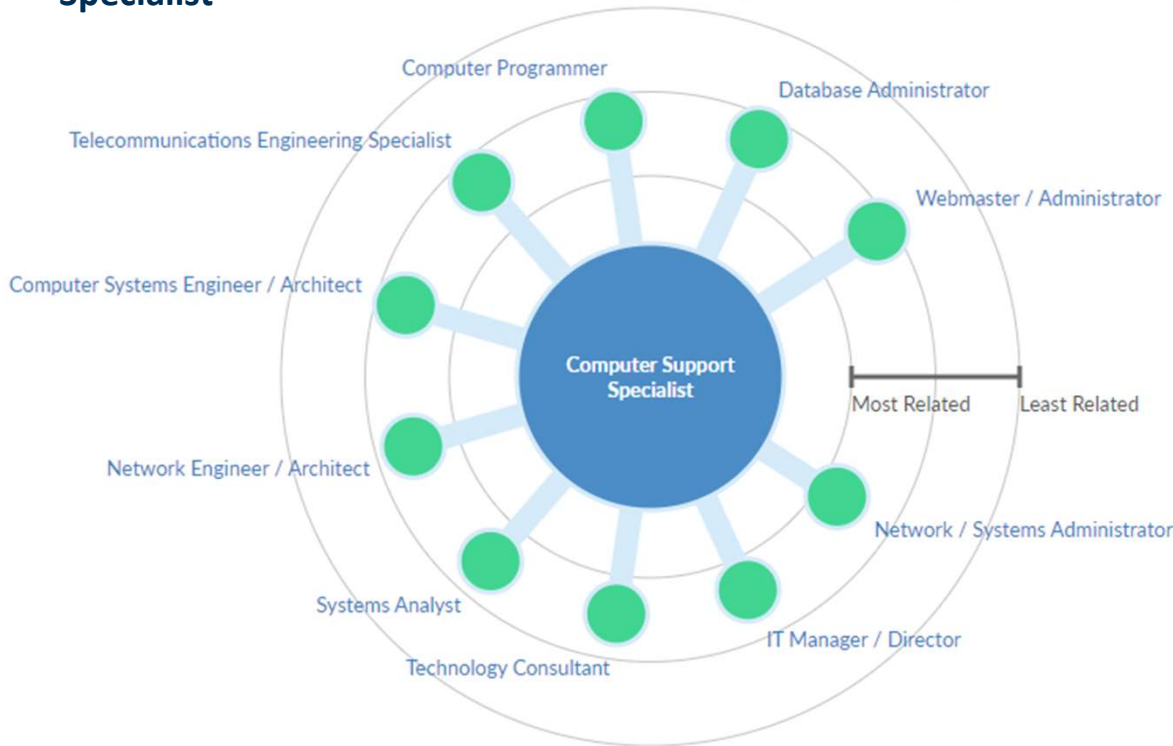
\$53.4K

Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|---|---------------------------------|
| Help Desk Support | Rapidly Growing |
| Active Directory | Lagging |
| Technical Support | Rapidly Growing |
| Computer Hardware | Growing |
| Operating Systems | Rapidly Growing |
| Excel | Growing |
| Service Now | Rapidly Growing |
| Dynamic Host Configuration Protocol | Growing |
| Windows 10 | Rapidly Growing |
| Information Technology Infrastructure Library | Growing |

Computer Support Specialist: Career Pathway

Below are the top listed next – step jobs for Computer Support Specialist



Target Advancement Occupation

Computer Support Specialist



Network / Systems Administrator

\$54.9K

Median Advertised Salary



\$82.9K

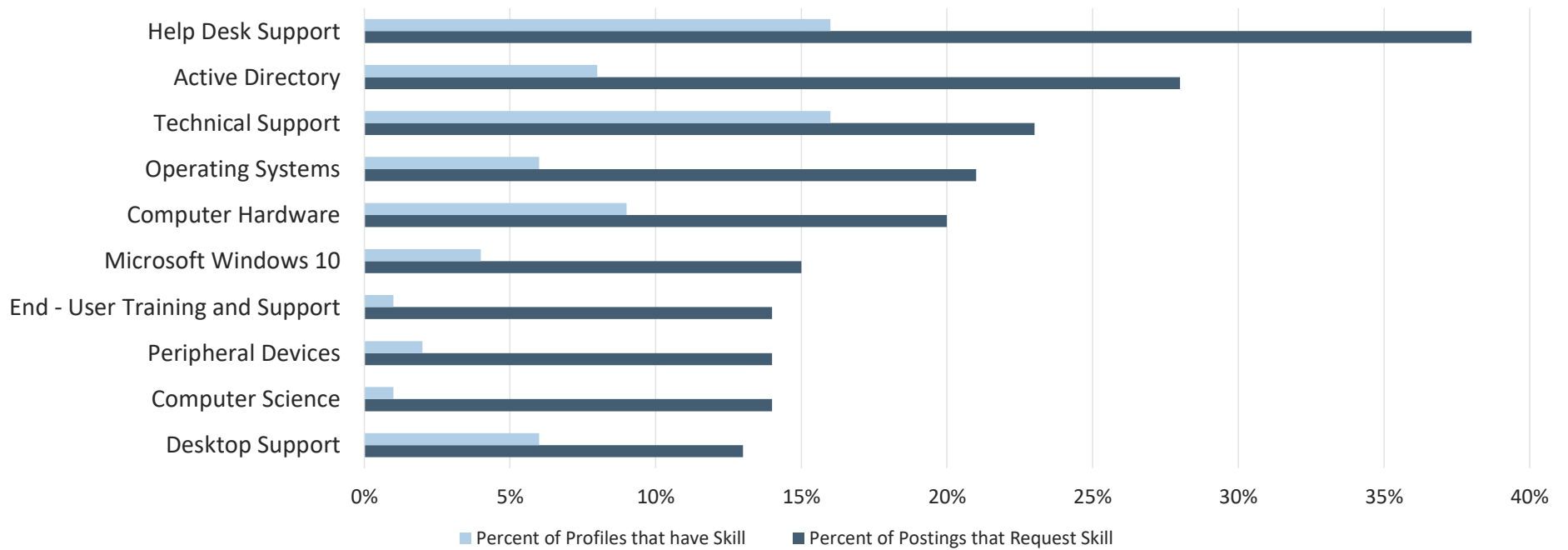
Median Advertised Salary

Most Needed Transitional Skills

- Linux
- System Administration
- Scripting
- Network Administration
- Ansible
- Python
- Automation
- Unix

Computer Support Specialist: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Software Developer / Engineer

Entry – Level Tech Job Postings



1,131

Cumulative Active Unique **Entry – Level** Job Postings for Software Developer (Past 12 Months) in Connecticut.

\$111.9K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



103

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Software Developer (Past 12 Months) in Connecticut.

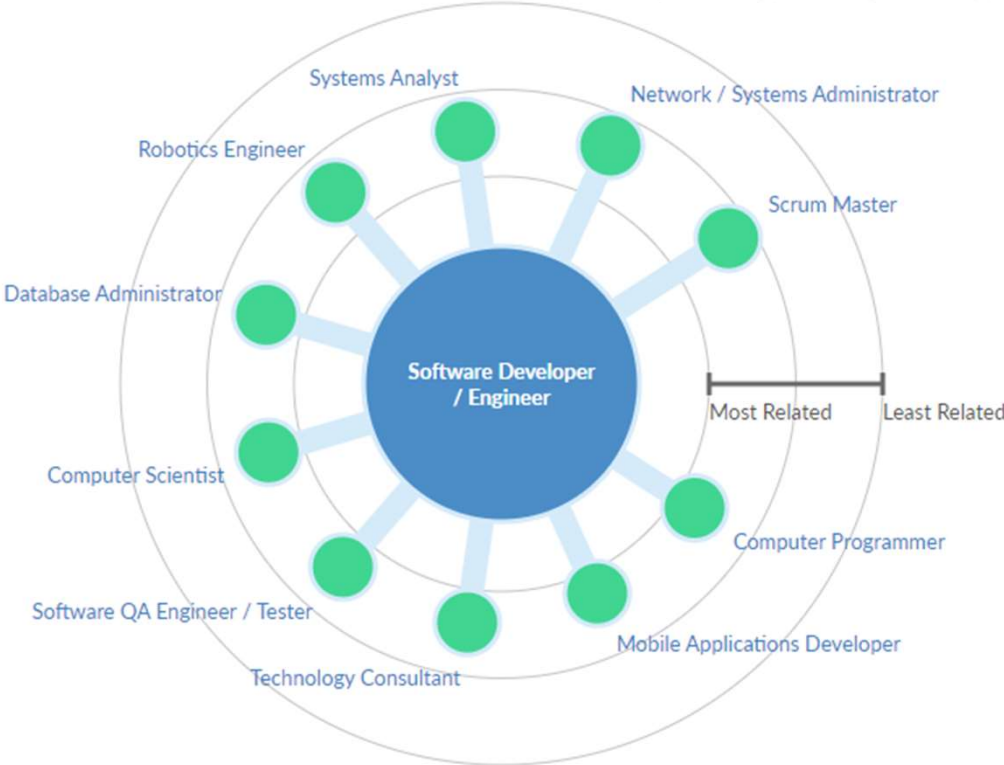
\$103.2K

Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|----------------------|---------------------------------|
| Computer Science | Rapidly Growing |
| Software Engineering | Rapidly Growing |
| Agile Methodology | Growing |
| Software Developer | Rapidly Growing |
| SQL | Stable |
| Python | Rapidly Growing |
| JavaScript | Growing |
| AWS | Rapidly Growing |
| Java | Growing |
| API | Growing |

Software Developer: Career Pathway

Below are the top listed feeder jobs for Software Developer



Target Advancement Occupation

Software QA Engineer / Tester



Software Developer

\$102K

Median Advertised Salary



\$140K

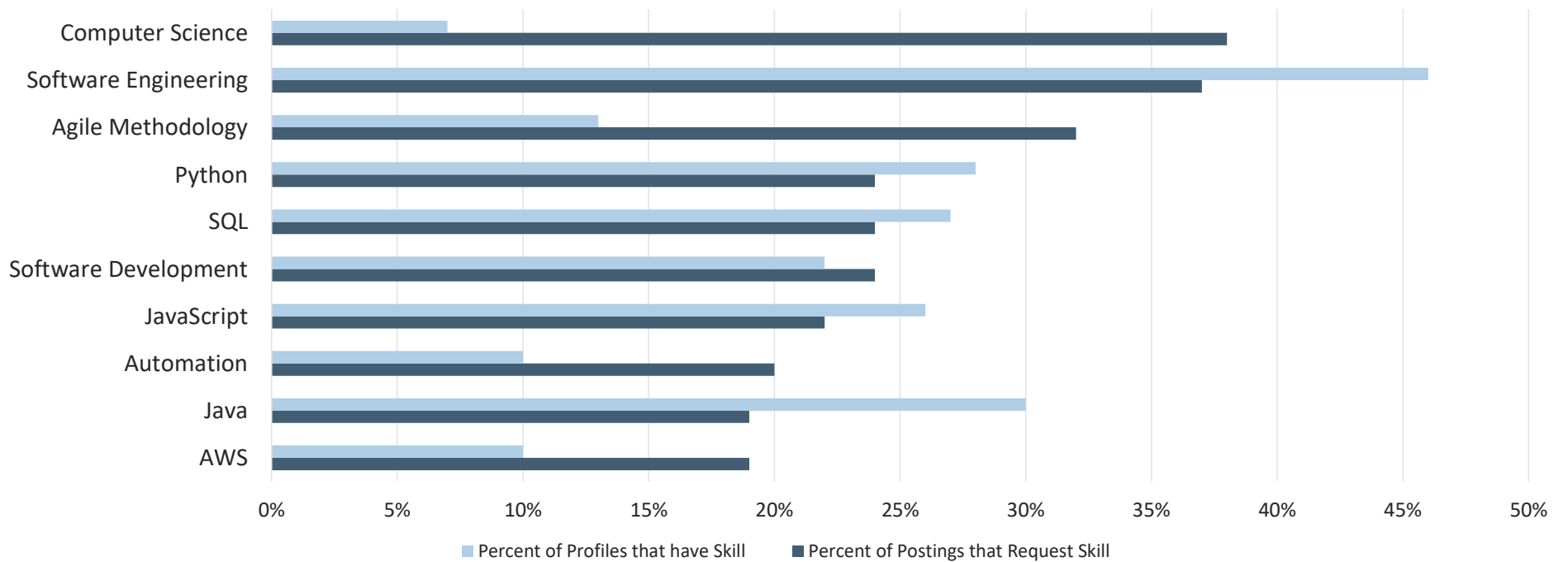
Median Advertised Salary

Most Needed Transitional Skills

- Software Engineering
- Full Stack Development
- Amazon Web Services
- React.js
- Kubernetes
- Angular
- Docker
- Microservices

Software Developer: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Data / Data Mining Analyst, Statistician, Data Engineer, Data Warehousing Specialist, Database Administrator and Architect

Entry – Level Tech Job Postings



839

Cumulative Active Unique **Entry – Level** Job Postings for Data Roles (Past 12 Months) in Connecticut.

\$91.5K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



149

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Data Roles (Past 12 Months) in Connecticut.

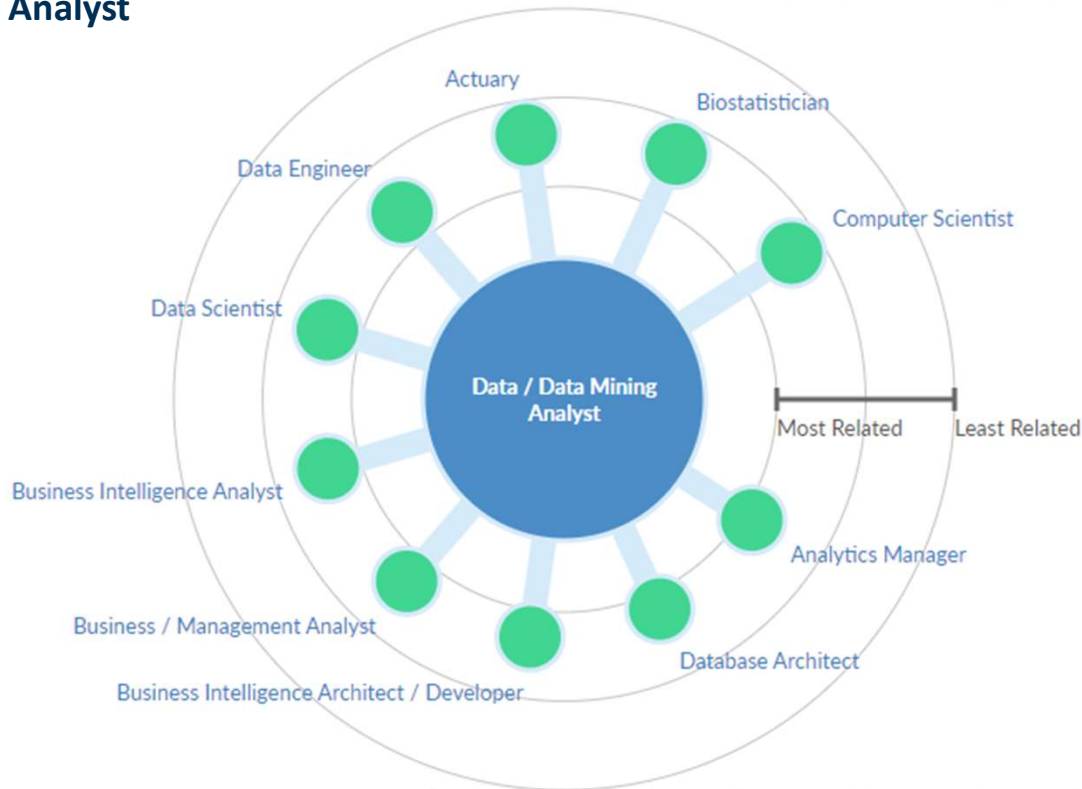
\$64K

Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|-------------------|---------------------------------|
| Data Analysis | Rapidly Growing |
| SQL | Stable |
| Computer Science | Rapidly Growing |
| Python | Rapidly Growing |
| Data Management | Growing |
| Excel | Growing |
| Tableau | Rapidly Growing |
| Power BI | Rapidly Growing |
| Dashboard | Rapidly Growing |
| R | Rapidly Growing |

Data / Data Mining Analyst: Career Pathway

Below are the top listed next - steps jobs for Data / Data Mining Analyst



Target Advancement Occupation

Data / Data Mining Analyst



Database Architect

\$93K

Median Advertised Salary



\$127K

Median Advertised Salary

Most Needed Transitional Skills

Data Architecture

Amazon Web Services

Microsoft Azure

Scalability

Data Strategy

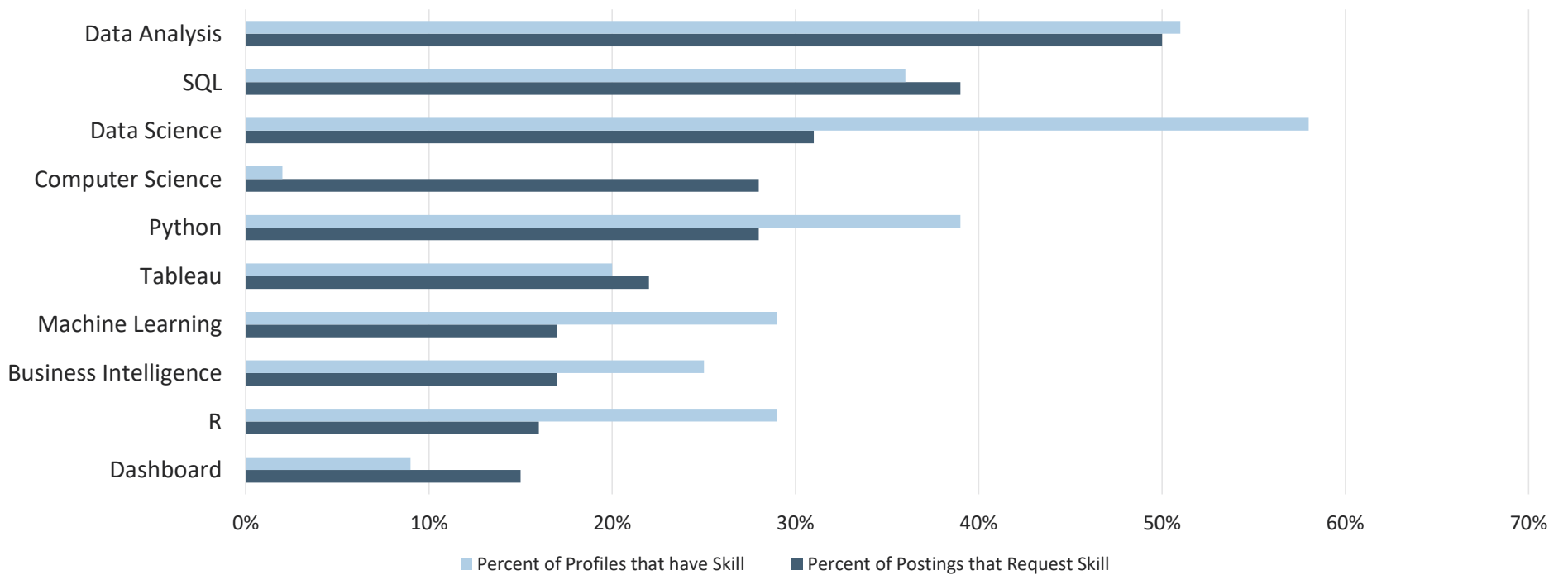
Data Engineering

Big Data

Apache Spark

Data Scientist: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Business Management Analyst and Business Intelligence Analyst

Entry – Level Tech Job Postings



1,257

Cumulative Active Unique **Entry – Level** Job Postings for Business Analyst (Past 12 Months) in Connecticut.

\$96.6K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



142

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Business Analyst (Past 12 Months) in Connecticut.

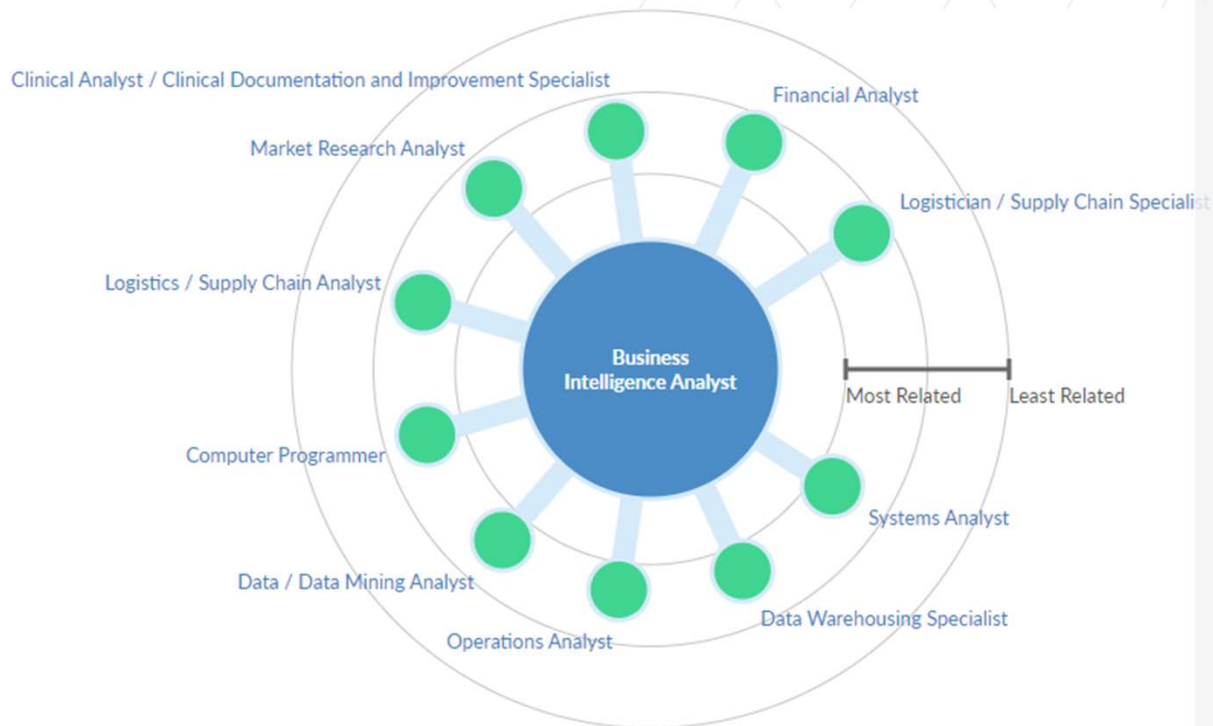
\$92.4K

Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|---------------------|---------------------------------|
| SQL | Stable |
| Project Management | Growing |
| Data Analysis | Rapidly Growing |
| Business Process | Rapidly Growing |
| Workflow Management | Growing |
| Excel | Growing |
| PowerPoint | Rapidly Growing |
| Tableau | Rapidly Growing |
| Dashboard | Rapidly Growing |
| Power BI | Rapidly Growing |

Business Intelligence Analyst: Career Pathway

Below are the top listed feeder jobs for Business Intelligence Analyst



Target Advancement Occupation

Data Warehousing Specialist



Business Intelligence Analyst

\$85K

Median Advertised Salary



\$125K

Median Advertised Salary

Most Needed Transitional Skills

SAP Applications

Business Process

Business Requirements

Enterprise Resource Planning

Business Intelligence

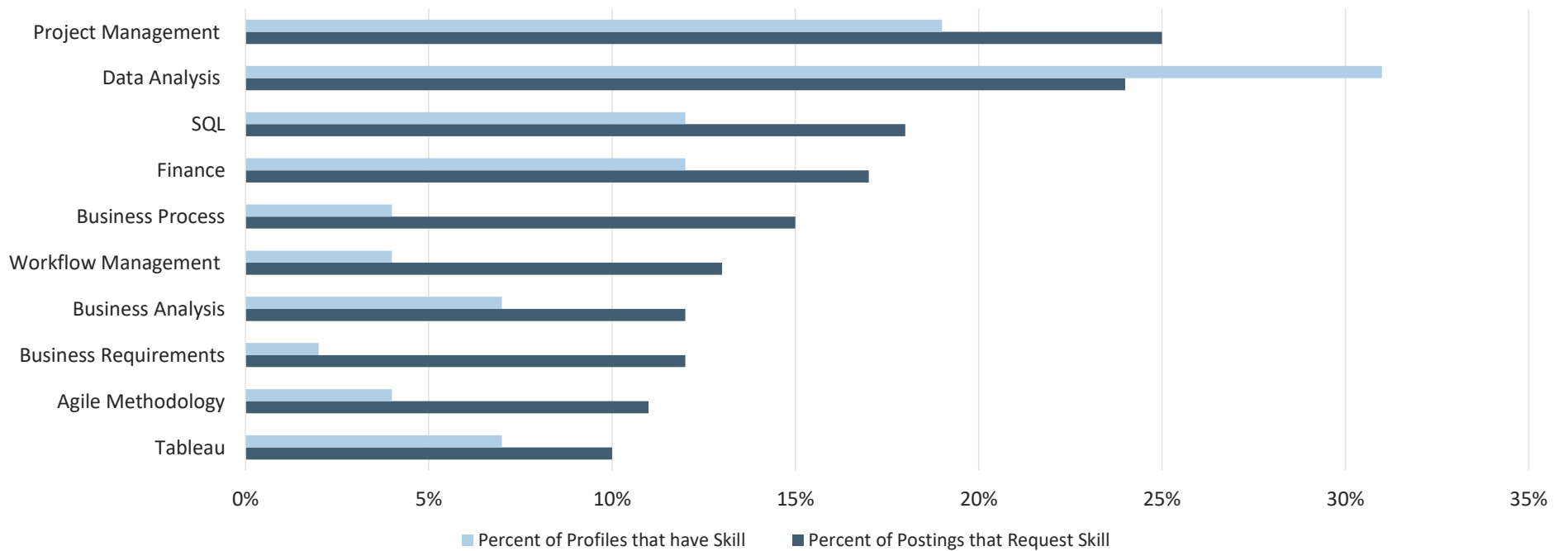
Finance

Supply Chain

Accounting

Business Management Analyst: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Cyber / Information Security Engineer / Analyst, Systems Analyst, Network / Systems Administrator

Entry – Level Tech Job Postings



620

Cumulative Active Unique **Entry – Level** Job Postings for Cyber Roles (Past 12 Months) in Connecticut.

\$91.4K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



167

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Cyber Roles (Past 12 Months) in Connecticut.

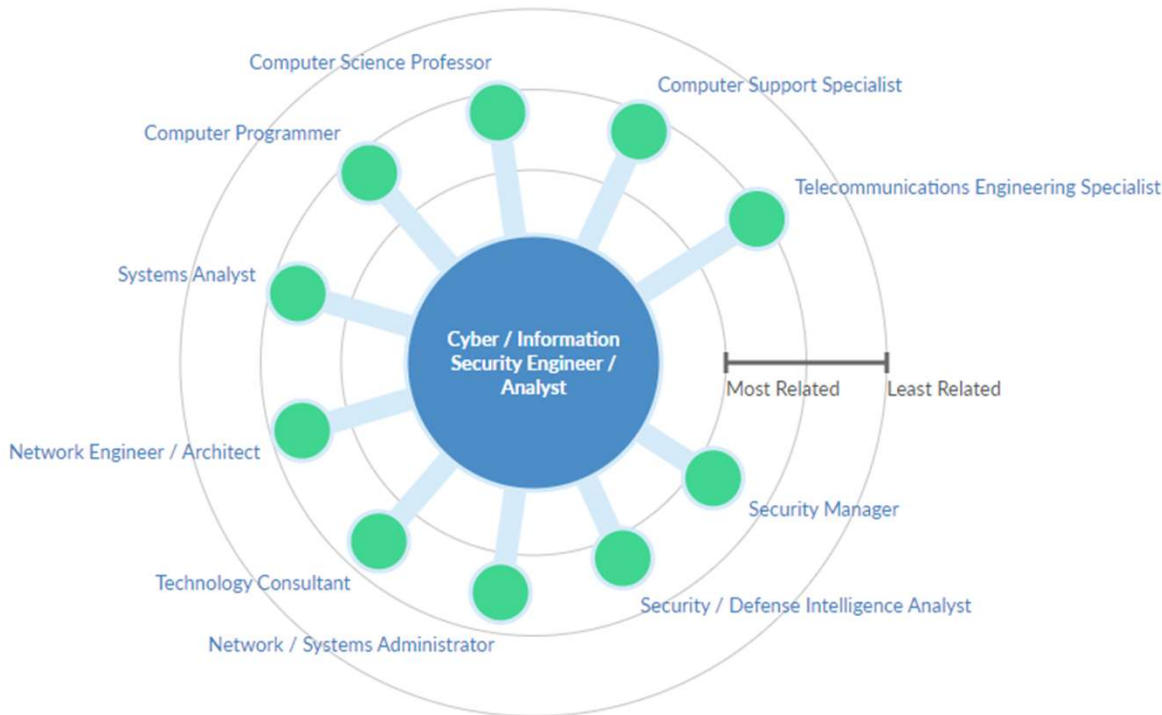
\$80.1K

Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|--------------------|---------------------------------|
| Computer Science | Rapidly Growing |
| Cyber Security | Growing |
| Auditing | Rapidly Growing |
| Project Management | Growing |
| Automation | Rapidly Growing |
| Operating Systems | Rapidly Growing |
| Microsoft Azure | Rapidly Growing |
| SQL | Stable |
| Excel | Growing |
| Linux | Growing |

Cyber / Information Security Engineer / Analyst: Career Pathway

Below are the top listed feeder jobs for Cyber / ISE / Analyst



Target Advancement Occupation

Network / Systems Administrator



Cyber / ISE / Analyst

\$98K

Median Advertised Salary



\$125K

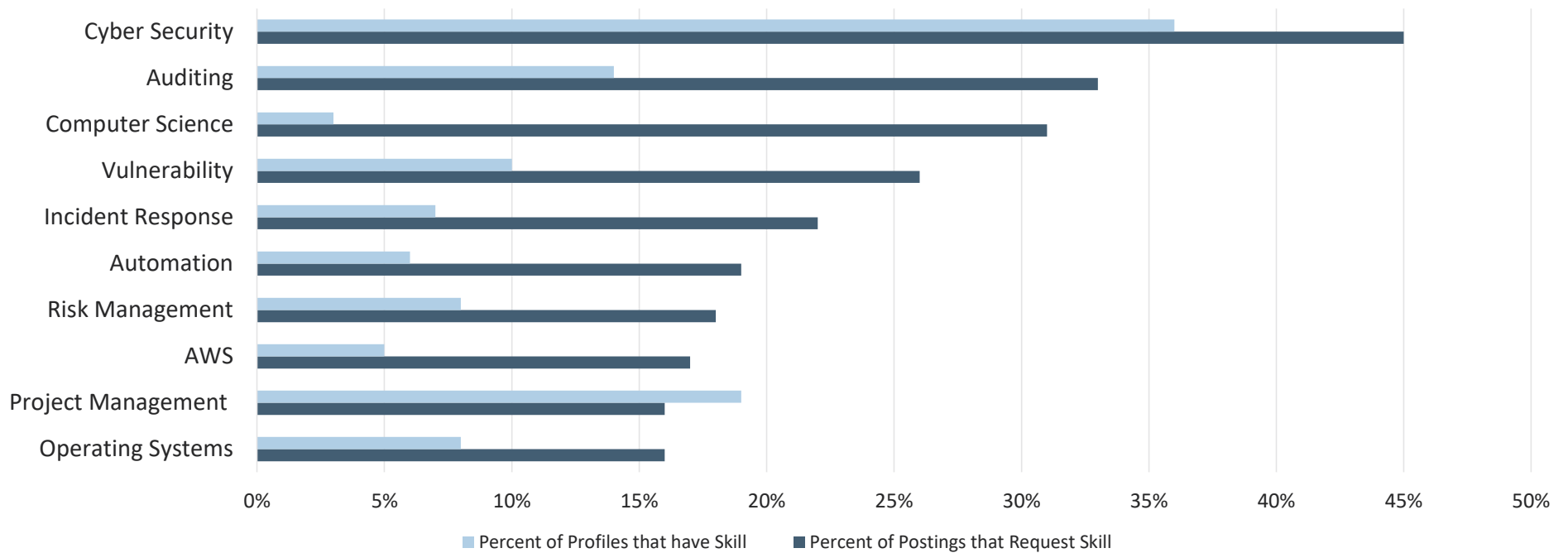
Median Advertised Salary

Most Needed Transitional Skills

- Cyber Security
- Vulnerability
- Incident Response
- Risk Analysis
- Risk Management
- Security Information and Event Management
- Cyber Threat Intelligence
- Security Controls

Cyber / Information Security Engineer / Analyst: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill





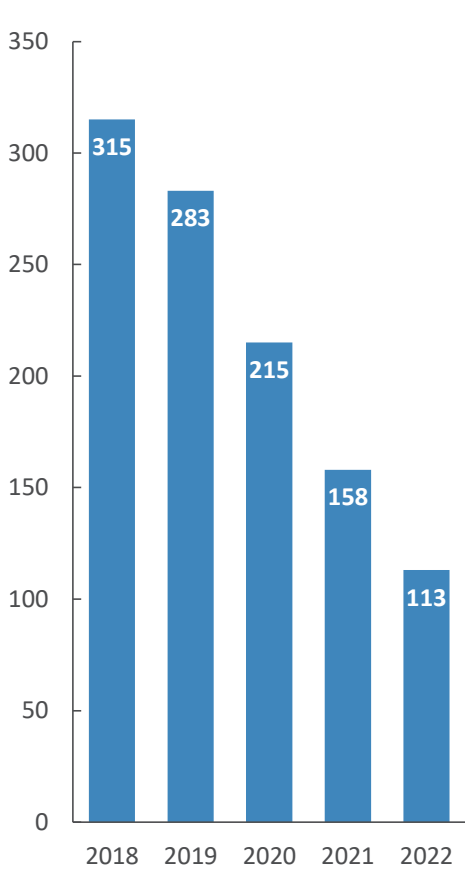
Connecticut Program Completion Data

Technology Programs Completion Connecticut vs. Nearby States, 2022

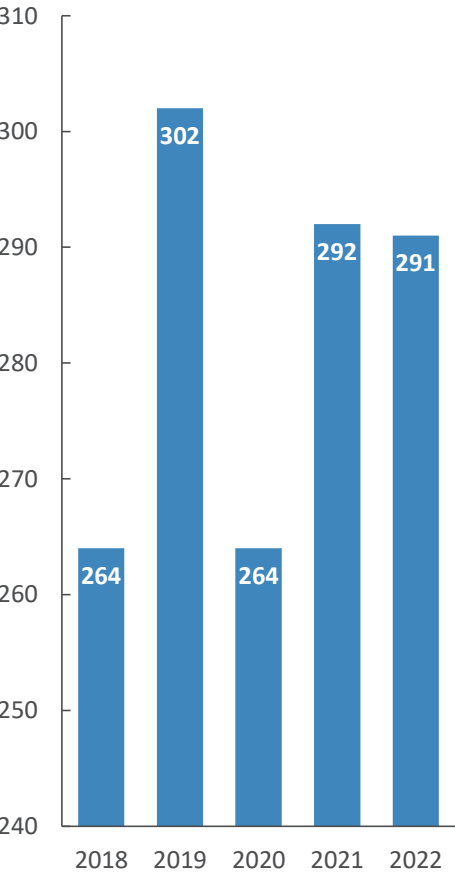
| State | Tech Program Completions (2022) | All Completions (2022) | Share of Total |
|------------------|---------------------------------|------------------------|----------------|
| 1. Maryland | 16,634 | 90,188 | 18.4% |
| 2. Massachusetts | 21,418 | 143,810 | 14.9% |
| 3. Vermont | 1,463 | 10,803 | 13.5% |
| 4. Pennsylvania | 21,671 | 181,448 | 11.9% |
| 5. New York | 37,313 | 324,948 | 11.5% |
| 6. New Hampshire | 5,128 | 45,052 | 11.4% |
| 7. New Jersey | 9,917 | 103,950 | 9.5% |
| 8. Rhode Island | 2,071 | 22,005 | 9.4% |
| 9. Delaware | 1,361 | 14,473 | 9.4% |
| 10. Virginia | 13,297 | 145,084 | 9.2% |
| 11. Connecticut | 4,890 | 53,572 | 9.1% |
| 12. Maine | 1,248 | 15,690 | 8.0% |
| Total | 136,411 | 1,151,023 | 11.9% |

Technology Target Programs Completions in Connecticut from 2018-2022

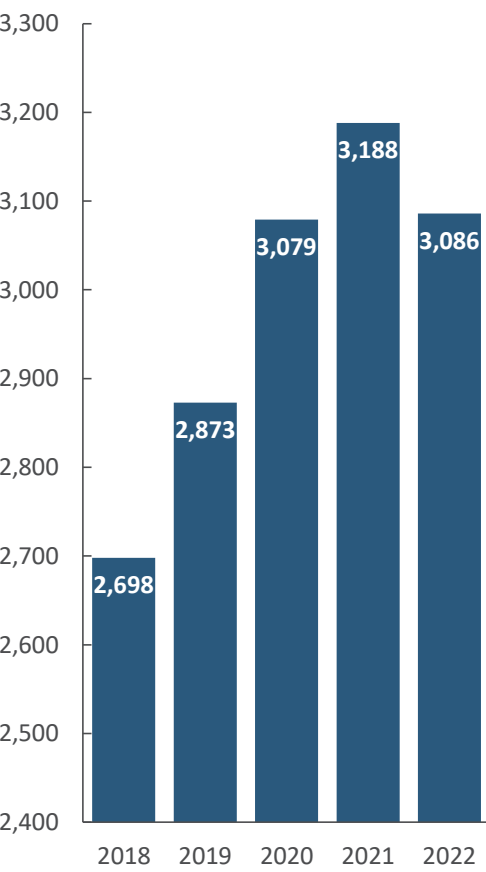
Less than an Associate's Degree



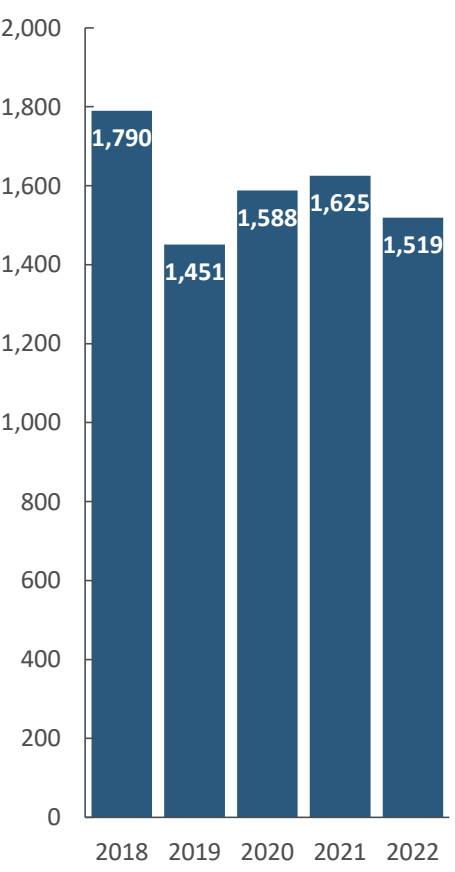
Associate's Degree







Bachelor's Degree



Postbaccalaureate



Technology Target Programs Job Postings & Completions in Connecticut, 2022

| Program Occupational Group | Number of Entry-Level Job Openings in CT over the Past Year | Number of 2022 Program Completions in CT for a Bachelor's Degree or Less | Job : Completions Ratio |
|--|---|--|-------------------------|
|  Data Analysis and Mathematics, Database Specialist | 1,225 | 1,315 | 0.93:1 |
|  Software Development and Front - End Application Design | 2,143 | 783 | 4.3 : 1 |
|  Network and Systems Engineering and Support , IT Manager | 3,138 | 948 | 3 : 1 |
|  Business Intelligence | 360 | 444 | 0.8 : 1 |
| Total | 6,866 | 3,490 | 2 : 1 |

Need to Create New or Strengthen Existing Pathways (Curriculum and Training)



Need for Improved Job Placement Practices (Who is Getting Hired)

Key Takeaways

- There have been 6,866 job postings for entry – level tech talent in CT over the past 12 months
 - 2,129 Type 1 Job Postings
 - 4,737 Type 2 Job Postings
 - 24,219 Type 3 Job Postings
- There is a considerable pool of talent that could be trained or upskilled for tech jobs (approximately 1 million people, based on educational attainment in CT).
- Most open tech jobs are outside of the tech industry in Connecticut.
 - Convening employers by industry to develop new pathways may be beneficial.
- Although this data is showing entry – level tech job openings, most are looking for 2-3 years of experience at a minimum. This may be a good opportunity for introducing more work-based learning like internships.
- There is very little demand for entry – level talent that requires only an associate’s degree (1,271 Job Postings state –wide).
- Postsecondary program completion data suggests that there are opportunities to:
 - Invest in new or expanded training programs to meet labor market needs for occupations like Software Developers and Network/Systems Engineers.
 - Increase efforts to retain completers of data analytics and business analysis programs in CT jobs.

Skills Demand for EPIC EMR and EPIC EMR Certification in CT over the Past 12 Months

252

Cumulative Active Unique Job Postings for **Technology Occupations** that request EPIC EMR (Past 12 Months) in CT

72

Cumulative Active Unique Entry – Level Job Postings for **Technology Occupations** that request EPIC EMR (Past 12 Months) in CT

Entry – Level

Systems Analyst, Database Architect, Computer Support Specialist, Data Engineer

Yale New Haven Health, CTG, Yale University, Hartford Healthcare, Accenture

7,704

Cumulative Active Unique Job Postings that request EPIC EMR (Past 12 Months) in CT

4,246

Cumulative Active Unique Entry – Level Job Postings that request EPIC EMR (Past 12 Months) in CT

Entry – Level

Registered Nurse, Medical Assistant, Nursing Assistant, Office / Administrative Assistant, Medical Secretary

Hartford HealthCare, Yale New Haven Health, Actalent, Middlesex Health System, Epic Staffing, Trusted Health



Region Southwest Area



Google

Southwest Connecticut Entry – Level Tech Talent Demand

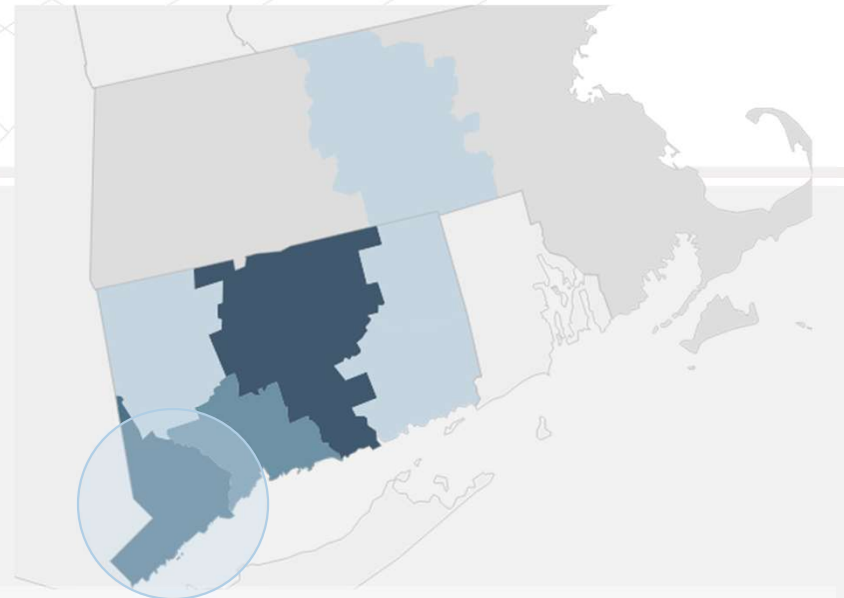
Southwest Connecticut Technology Job Postings over Past 12 Months (Entry - Level)

1,543

Cumulative Active Unique Entry – Level Job Postings for **Technology Occupations** for **any Industry** (Past 12 Months) in Southwest CT

59%

Of Entry-Level Technology Job Postings in Southwest CT are **outside of Technology Industry**.



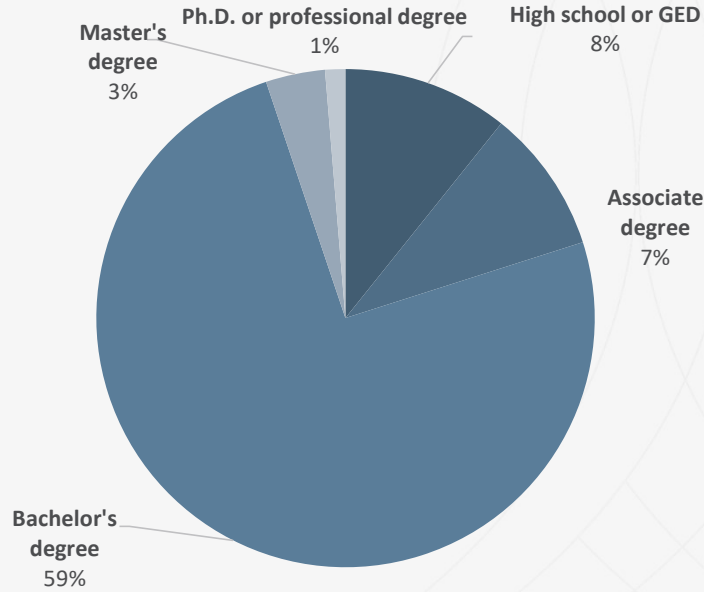
Stamford
577 Job Postings

Norwalk
207 Job Postings

Bridgeport
173 Job Postings

Southwest Connecticut Technology Job Postings Education, Experience and Average Advertised Salary (Entry - Level)

Minimum **Education** Level Requested for Entry - Level Technology job postings in Southwest Connecticut (Past 12 Months)

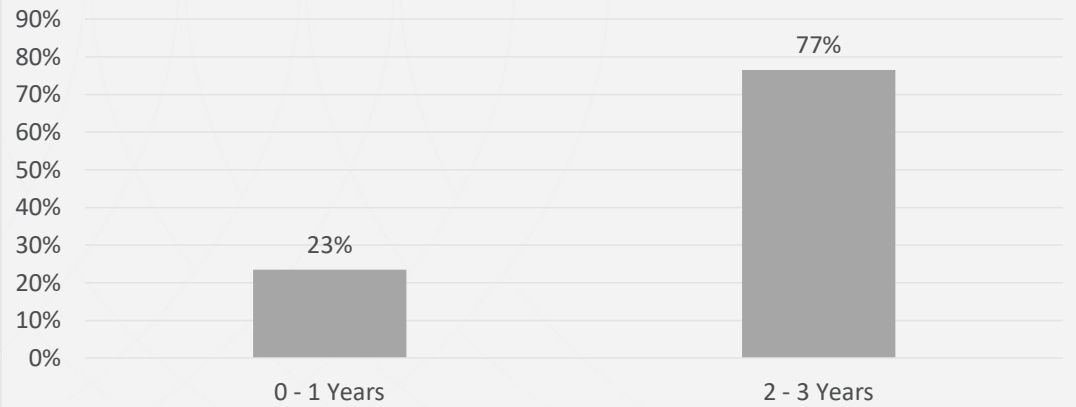


The Average Salary Range

For Entry – Level Technology job postings in Southwest Connecticut (Past 12 Months)

\$93,400

Minimum **Experience** Level Requested for Entry - Level Technology job postings in Southwest Connecticut (Past 12 Months)



Top Companies Hiring for Entry – Level Technology Talent in Southwest Connecticut

| | | | | | |
|--------------------------|----|--|----|--------------------------------|---|
| Lumen Technologies | 83 | TD Bank | 13 | Childhood Cancer Society | 6 |
| Deloitte | 63 | Hubbell | 11 | Pitney Bowes | 6 |
| Humana | 54 | Castleton Commodities International | 11 | ESF Camps | 6 |
| ASML | 42 | Bridgeport Public Schools | 9 | Sybex Support Services Pvt Ltd | 5 |
| Spectrum | 40 | PricewaterhouseCoopers | 8 | Palo Alto Networks | 5 |
| Community Health Center | 32 | Lockheed Martin | 8 | Philips | 5 |
| KPMG | 28 | Henkel | 8 | Odyssey Re Holdings Corp | 5 |
| Gartner | 25 | United States Department of the Treasury | 8 | JPMorgan Chase | 5 |
| Logicalis | 24 | Emoney Advisor | 7 | Edgewater Markets | 5 |
| Interactive Brokers | 24 | Ernst & Young | 7 | Axiom Technologies | 5 |
| Frontier Communications | 22 | BlueTriton Brands | 6 | Citizens Bank | 5 |
| Sacred Heart University | 20 | Lightbox | 6 | Aquarion Water Company | 5 |
| FactSet Research Systems | 20 | Mirador | 6 | Healthplanone | 5 |
| Webster Bank | 18 | Red Knight Solutions | 6 | Budderfly | 5 |
| United Rentals | 15 | Greenman & Pedersen | 6 | Fairfield University | 5 |
| NBC | 14 | Worldwide TechServices | 6 | Charles It | 5 |
| Synchrony | 13 | DraftKings | 6 | | |

Top Job Titles Posted for Entry - Level Technology Roles in Southwest Connecticut (Past 12 Months)

Computer Support Specialist

279

Job Postings (Past 12 Months)

Computer Systems Engineer

69

Job Postings (Past 12 Months)

Business Intelligence Analyst

59

Job Postings (Past 12 Months)

Software Developer / Engineer

265

Job Postings (Past 12 Months)

Cyber / Information Security
Engineer / Analyst

69

Job Postings (Past 12 Months)

IT Manager

56

Job Postings (Past 12 Months)

Data / Data Mining Analyst

87

Job Postings (Past 12 Months)

Technology Consultant

64

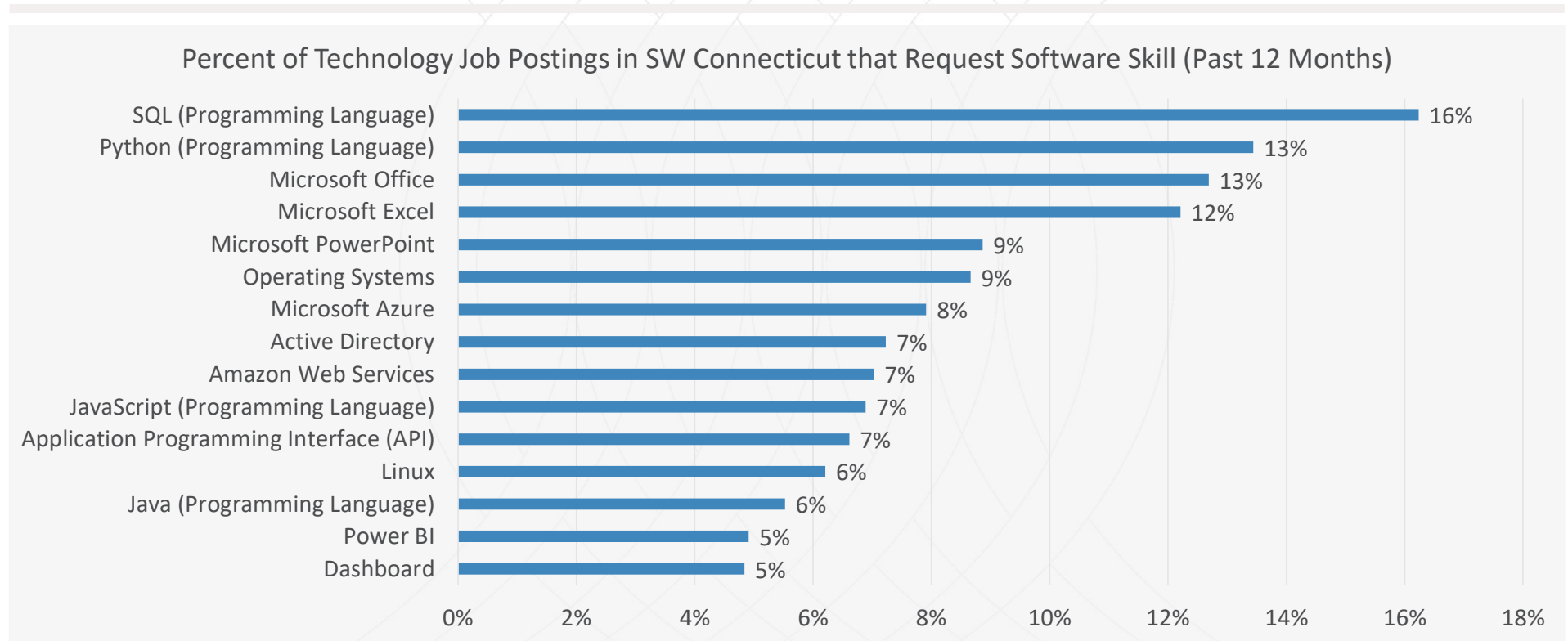
Job Postings (Past 12 Months)

Systems Analyst

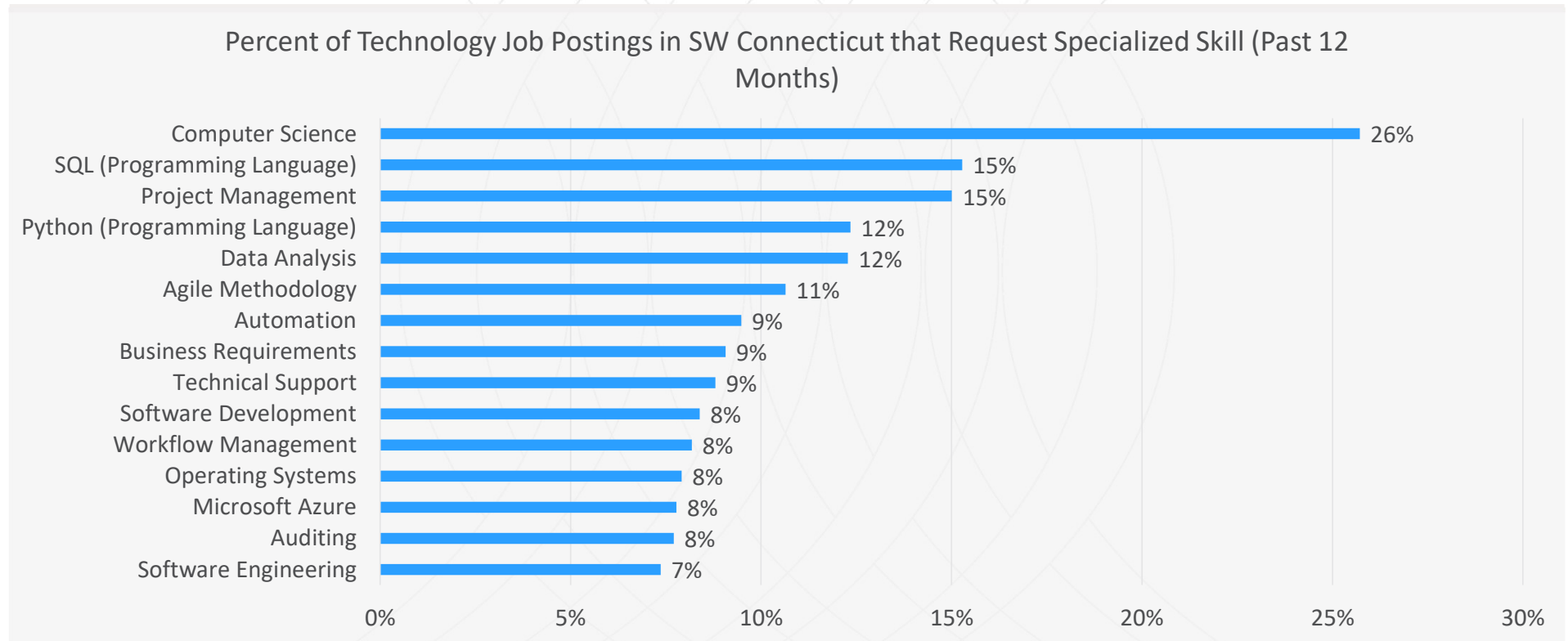
52

Job Postings (Past 12 Months)

Top Software Skills Requested for Entry – Level Technology Talent in SW Connecticut (Past 12 Months)



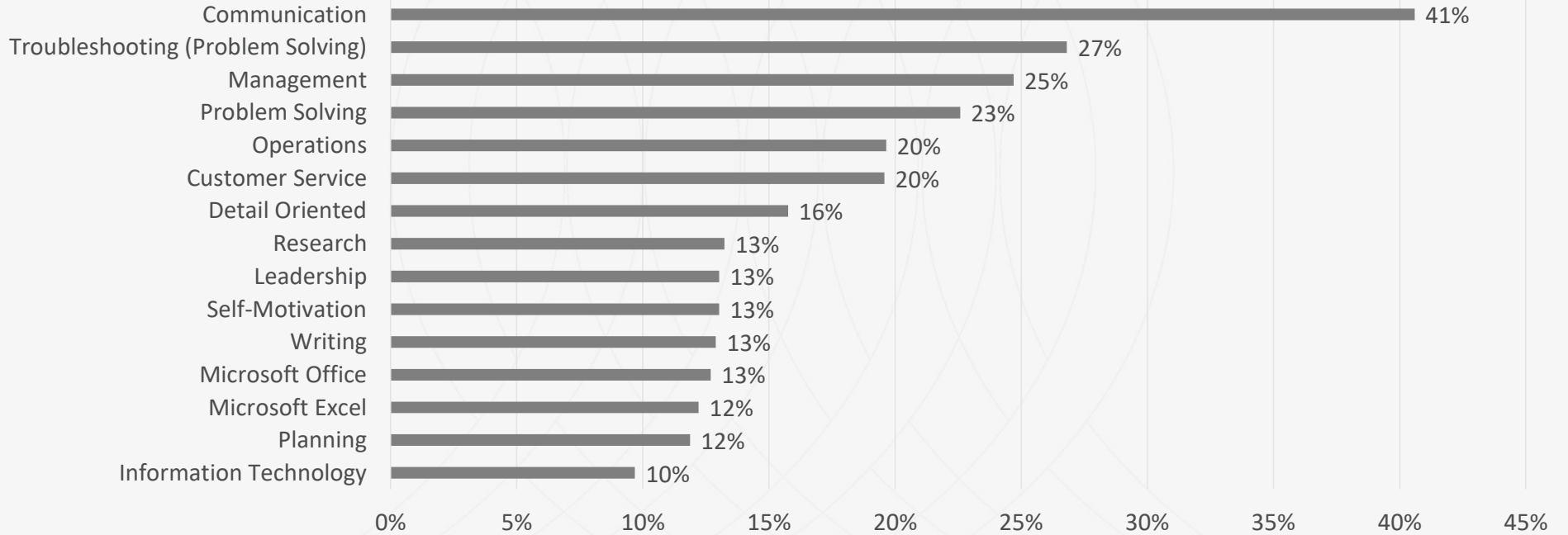
Top Specialized Skills Requested for Entry - Level Technology Talent in SW Connecticut (Past 12 Months)



Top Common Skills Requested for Entry – Level Technology Talent in SW Connecticut (Past 12 Months)

Percent of Technology Job Postings in SW Connecticut that Request Common Skill (Past 12 Months)

CWO



Slide 62

CWO Update title of slide to Common skill
Candace Williams, 2024-01-29T14:35:18.244

Top Qualifications Requested for Entry - Level Technology Talent in SW Connecticut (Past 12 Months)

| Qualification | Number of Postings Requesting Qualification |
|---|---|
| CompTIA A+ | 38 |
| Certified Information Systems Security Professional | 30 |
| Cisco Certified Network Associate | 23 |
| CompTIA Security+ | 23 |
| Microsoft Certified Professional | 20 |
| Certified Ethical Hacker | 19 |
| GIAC Certifications | 19 |
| Cisco Certified Network Professional | 15 |
| CompTIA Network+ | 14 |
| Project Management Professional Certification | 14 |
| Certified Information System Auditor (CISA) | 12 |
| Cardiopulmonary Resuscitation (CPR) Certification | 11 |
| Certified Information Security Manager | 11 |
| Registered Nurse (RN) | 10 |
| Licensed Clinical Social Worker (LCSW) | 10 |



Google

Southwest Connecticut Entry – Level and Associate’s Degree Only Tech Talent Demand

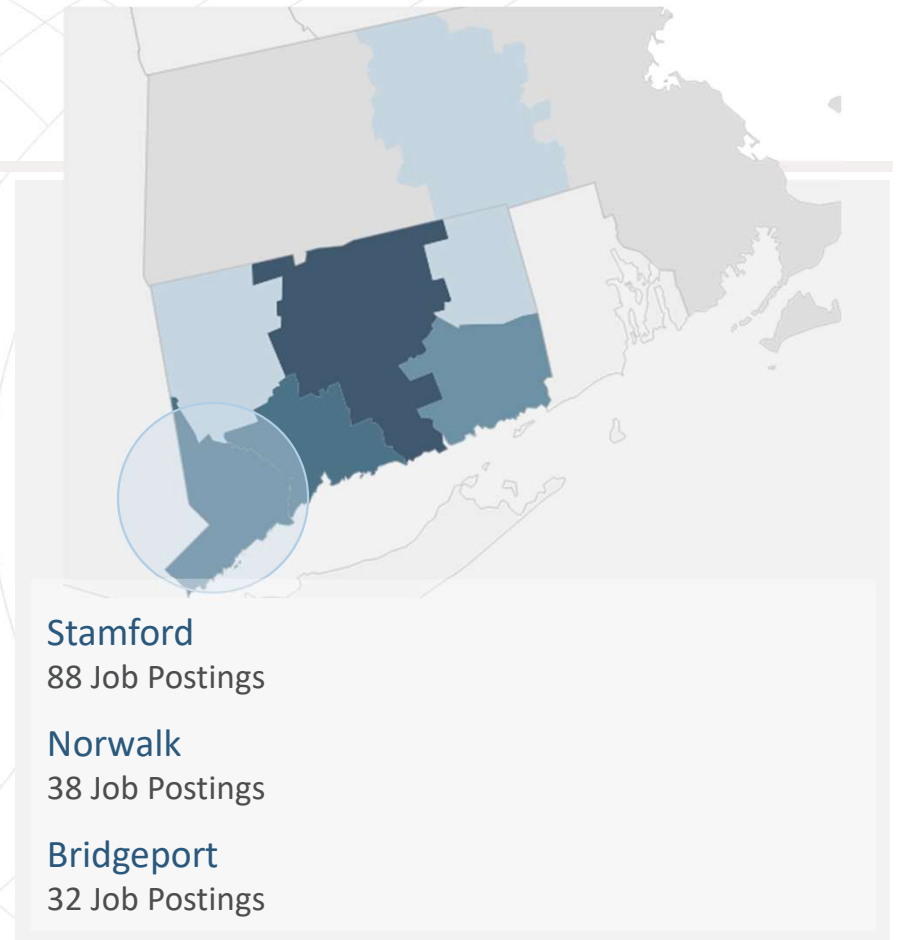
Southwest Connecticut Technology Job Postings over Past 12 Months (Entry – Level and Associate’s)

245

Cumulative Active Unique Entry – Level and Associate’s Job Postings for **Technology Occupations** for **any Industry** (Past 12 Months) in Southwest CT

69%

Of Entry-Level and Associate’s Technology Job Postings in Southwest CT are **outside of Technology Industry**.



Top Companies Hiring for Entry – Level and Associate’s Technology Talent in Southwest Connecticut

| | | | |
|---------------------------|----|---------------------------------|---|
| Logicalis | 18 | Nfp | 2 |
| Synchrony | 13 | Pearson Education | 2 |
| Lumen Technologies | 11 | Ac Energy Solutions Limited | 2 |
| Community Health Center | 7 | Hubbell | 2 |
| PricewaterhouseCoopers | 6 | Planetree | 2 |
| Greenman & Pedersen | 6 | Bridgeport Public Schools | 2 |
| Save The Children | 4 | LANXESS | 2 |
| Webster Bank | 4 | TD Bank | 2 |
| Mirador | 3 | Centerwell, Limited Partnership | 2 |
| Griffin Hospital | 3 | Eversource Energy | 2 |
| City Of Bridgeport | 3 | DXC Technology | 2 |
| Yale New Haven Health | 3 | RBC Bearings Incorporated | 2 |
| Premiere Digital Services | 3 | Principal Financial Group | 2 |
| CBRE | 3 | Fairfield University | 2 |
| Humana | 3 | Cellular Sales | 2 |
| Motorola Solutions | 2 | Avangrid | 2 |
| Apolis | 2 | Steris Corporation | 2 |

Top Job Titles Posted for Entry – Level and Associate’s Technology Roles in Southwest Connecticut (Past 12 Months)

Computer Support Specialist

94

Job Postings (Past 12 Months)

Data Warehousing Specialist

10

Job Postings (Past 12 Months)

Network / Systems Administrator

8

Job Postings (Past 12 Months)

Data / Data Mining Analyst

20

Job Postings (Past 12 Months)

IT Manager

10

Job Postings (Past 12 Months)

Software QA Engineer / Tester

8

Job Postings (Past 12 Months)

Software Developer / Engineer

16

Job Postings (Past 12 Months)

Network Engineer / Architect

10

Job Postings (Past 12 Months)

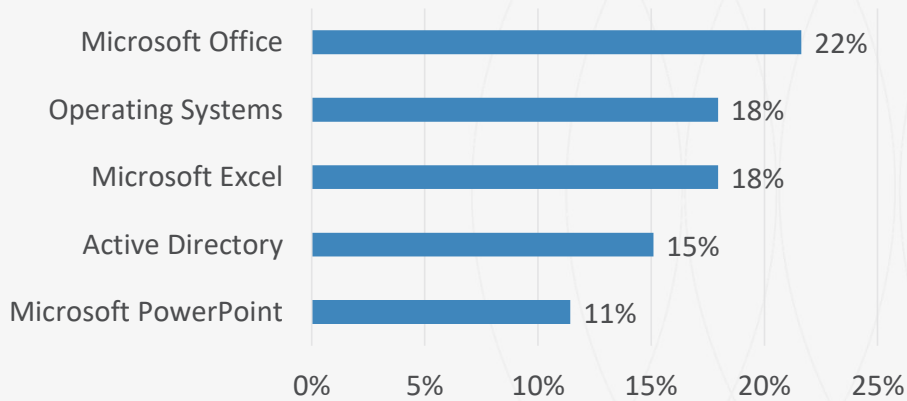
Cyber / Information Security
Engineer / Analyst

7

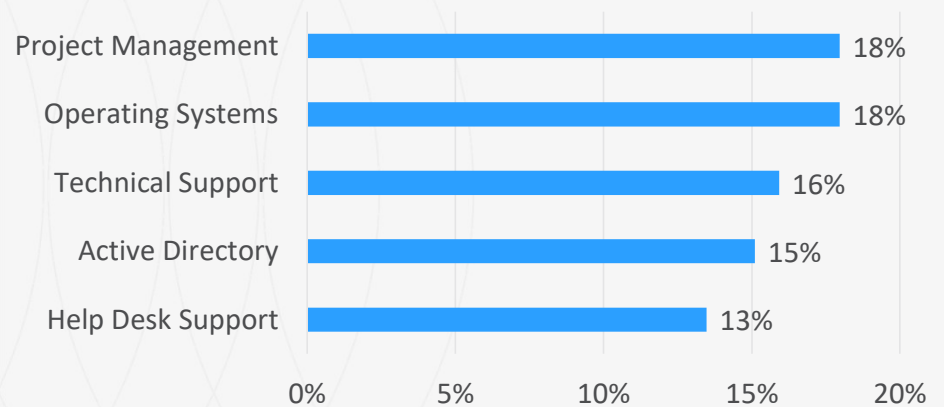
Job Postings (Past 12 Months)

Top Skills and Qualifications Requested for Entry – Level and Associate’s Technology Talent in Southwest Connecticut (Past 12 Months)

Percent of Technology Job Postings in Southwest Connecticut that Request Software Skill (Past 12 Months)



Percent of Technology Job Postings in Southwest Connecticut that Request Specialized Skill (Past 12 Months)

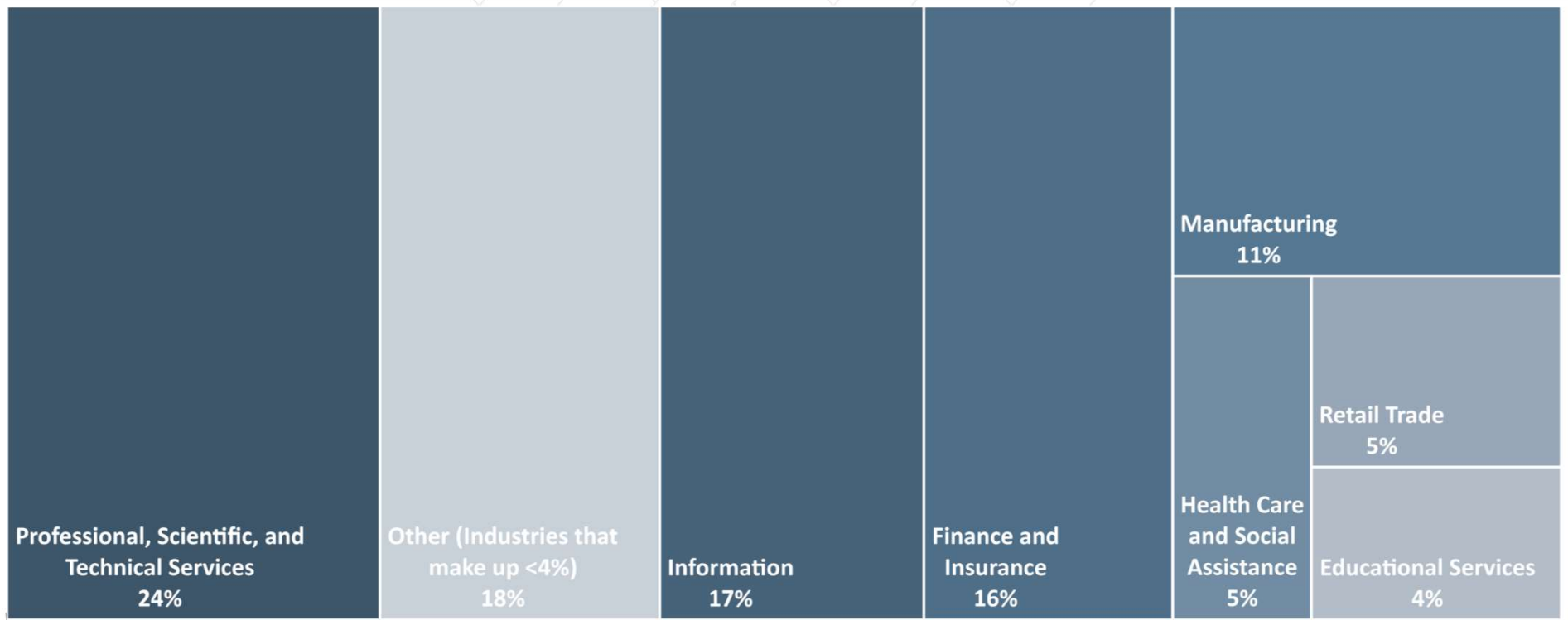


| Qualification | Number of Profiles with Qualification |
|-----------------------------------|---------------------------------------|
| CompTIA A+ | 20 |
| CompTIA Network+ | 11 |
| CompTIA Security+ | 7 |
| Microsoft Certified Professional | 5 |
| Cisco Certified Network Associate | 4 |



Southwest Connecticut Entry – Level Tech Talent Demand

Southwest Connecticut Technology Job Postings by Industry (Entry - Level)



Southwest Connecticut Technology Job Postings by Industry (Entry – Level)

Professional, Scientific, and Technical Services

24% or 304

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 48 Postings
 - Computer Support Specialist
 - 41 Postings
 - Technology Consultant
 - 26 Postings
- Top Companies Hiring
 - Deloitte – 63 Postings
 - KPMG – 28 Postings
 - Gartner - 25 Postings

Information

17% or 221

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 45 Postings
 - Computer Support Specialist
 - 20 Postings
 - Computer Systems Engineer
 - 18 Postings
- Top Companies Hiring
 - Lumen Technologies - 83 Postings
 - Spectrum - 40 Postings
 - Frontier Communications - 22 Postings

Finance and Insurance

16% or 208

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 43 Postings
 - Cyber / Information Security Engineer
 - 21 Postings
 - Computer Support Specialist
 - 16 Postings
- Top Companies Hiring
 - Humana – 54 Postings
 - Interactive Brokers – 24 Postings
 - Webster Bank - 18 Postings

Southwest Connecticut Technology Job Postings by Industry (Entry – Level)

Manufacturing

11% or 145
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 33 Postings
 - Computer Support Specialist
 - 23 Postings
 - Computer Systems Engineer
 - 13 Postings
- Top Companies Hiring
 - ASML - 42 Postings
 - Hubbell - 11 Postings
 - Lockheed Martin - 8 Postings

Health Care and Social Assistance

5% or 70
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 31 Postings
 - Software Developer / Engineer
 - 11 Postings
 - Data / Data Mining Analyst
 - 6 Postings
- Top Companies Hiring
 - Community Health Center - 32 Postings
 - Yale New Haven Health - 4 Postings
 - City of Bridgeport - 3 Postings

Retail Trade

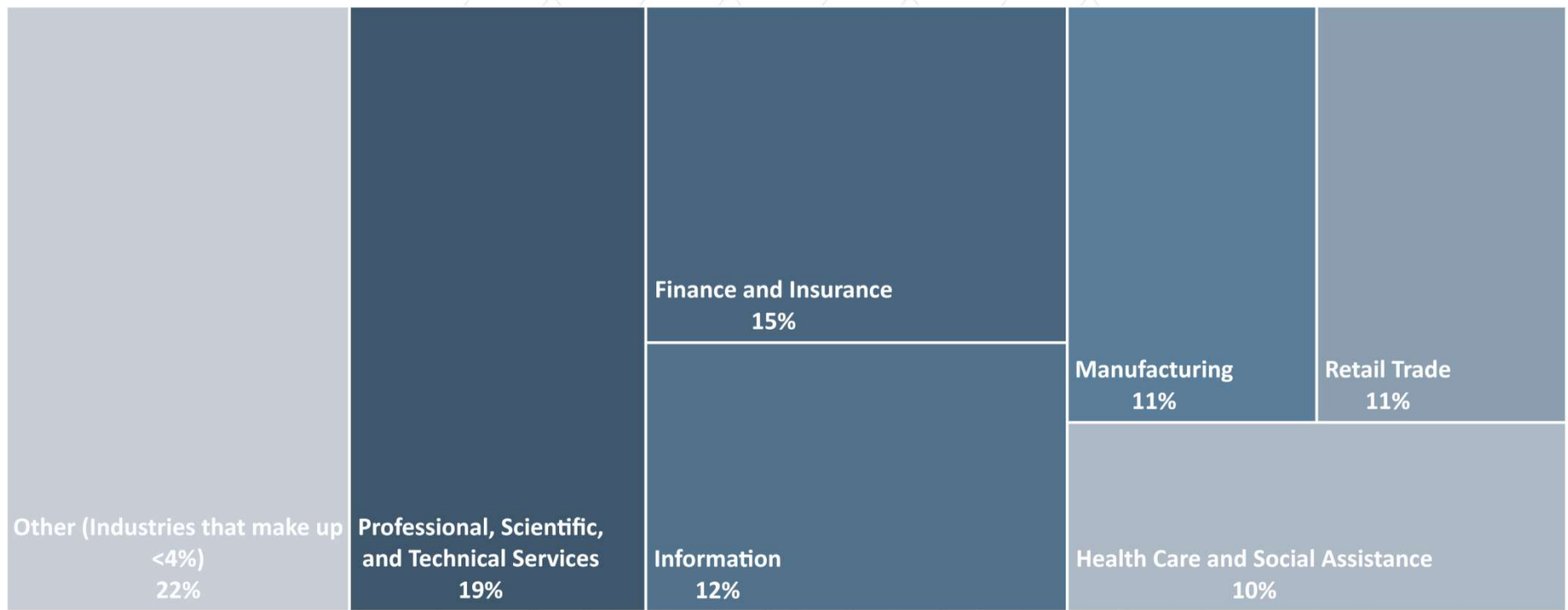
5% or 47
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 26 Postings
 - Software Developer / Engineer
 - 8 Postings
 - Data / Data Mining Analyst
 - 3 Postings
- Top Companies Hiring
 - Logicalis – 24 Postings
 - Red Knight Solutions – 6 Postings
 - Richemont - 4 Postings



Southwest Connecticut Entry – Level Tech and Associate’s Talent Demand

Southwest Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)



Southwest Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)

Professional, Scientific, and Technical Services

19% or 37

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 10 Postings
 - Geographer / GIS Specialist
 - 6 Postings
 - Data Warehousing Specialist
 - 4 Postings
- Top Companies Hiring
 - PwC – 6 Postings
 - Greenman & Pedersen – 6 Postings
 - Save The Children - 4 Postings

Finance and Insurance

15% or 29

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Software Developer / Engineer
 - 6 Postings
 - Computer Support Specialist
 - 5 Postings
 - Data / Data Mining Analyst
 - 4 Postings
- Top Companies Hiring
 - Synchrony - 13 Postings
 - Webster Bank - 4 Postings
 - Humana - 3 Postings

Information

12% or 23

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 8 Postings
 - Data / Data Mining Analyst
 - 3 Postings
 - Network Engineer / Architect
 - 1 Postings
- Top Companies Hiring
 - Lumen Technologies – 11 Postings
 - Mirador – 3 Postings
 - Pearson Education - 2 Postings

Southwest Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)

Manufacturing

11% or 22
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 6 Postings
 - Software Developer / Engineer
 - 5 Postings
 - Data / Data Mining Analyst
 - 2 Postings
- Top Companies Hiring
 - Premiere Digital Services – 3 Postings
 - Motorola Solutions - 2 Postings
 - Hubbell- 2 Postings

Retail Trade

11% or 22
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 13 Postings
 - IT Manager
 - 2 Postings
 - IT Project Manager
 - 2 Postings
- Top Companies Hiring
 - Logicalis – 18 Postings
 - Hot Topic - 1 Postings
 - Richemont - 1 Postings

Health Care and Social Assistance

10% or 20
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 8 Postings
 - Data / Data Mining Analyst
 - 5 Postings
 - Systems Analyst
 - 2 Postings
- Top Companies Hiring
 - Community Health Center – 7 Postings
 - City of Bridgeport – 3 Postings
 - Yale New Haven Health - 3 Postings



*Stanley
Black &
Decker*

Southwest Connecticut Entry – Level Professionals with Generalist Technology Skills Demand

Business Technology Skills Cluster

Business Intelligence, Business Intelligence Software, Financial Analysis, Financial Modeling

1,596

Cumulative Active Unique Entry – Level and Job Postings for Business Technology Generalist Positions (Past 12 Months) in SW Connecticut.

\$83.8K

Median Advertised Salary

Top In – Demand Technology Skills

Finance, Accounting, Financial and Data Analysis, Excel, SQL, Power BI

| | |
|-------------------------|----|
| Lumen Technologies | 72 |
| M&T Bank | 40 |
| Lovesac Furniture Co. | 38 |
| Humana | 35 |
| The Lovesac Company | 33 |
| Community Health Center | 31 |
| Yale New Haven Health | 28 |
| Spectrum | 25 |
| Frontier Communications | 22 |
| KPMG | 20 |

Financial Analyst

181

Job Postings (Past 12 Months)

Accountant

101

Job Postings (Past 12 Months)

Business / Management Analyst

58

Job Postings (Past 12 Months)

Data Technology Skills Cluster

Data Analysis, Data Science, Data Visualization, Statistical Software, Statistics, Data Management, Data Storage, Data Architecture and Admin, Databases

3,227

Cumulative Active Unique Entry – Level and Job Postings for Data Technology Generalist Positions (Past 12 Months) in SW Connecticut.

\$81.8K

Median Advertised Salary

Top In – Demand Technology Skills

Data Analysis, Finance, Accounting, Excel, SQL, Dashboard

| | |
|------------------------------|-----|
| Lumen Technologies | 112 |
| ASML | 112 |
| Yale New Haven Health | 76 |
| Community Health Center | 55 |
| HEI Hotels & Resorts | 54 |
| Humana | 49 |
| Recovery Network Of Programs | 43 |
| Spectrum | 42 |
| Frontier Communications | 38 |
| KPMG | 38 |

Financial Analyst

146

Job Postings (Past 12 Months)

Software Developer / Engineer

97

Job Postings (Past 12 Months)

Data / Data Mining Analyst

80

Job Postings (Past 12 Months)

Coding and Scripting Languages Skills Cluster

C and C++, Java, JavaScript and jQuery, Other Programming Languages, Scripting, Scripting Languages, Software Development Tools **Excludes 40 selected tech occupations*

452

Cumulative Active Unique Entry – Level and Job Postings for Coding and Scripting Generalist Positions (Past 12 Months) in SW Connecticut.

\$79.6K

Median Advertised Salary

Top In – Demand Technology Skills

Python, SQL, Lasers, C, Excel, MATLAB, SAP

| | |
|--------------------|----|
| ASML | 79 |
| KPMG | 23 |
| Lumen Technologies | 19 |
| CDM Smith | 18 |
| Shake Shack | 9 |
| Harford HealthCare | 9 |
| Lex Products | 8 |
| Lockheed Martin | 6 |
| NBC | 5 |
| Stamford Hospital | 5 |

Financial Analyst

25

Job Postings (Past 12 Months)

Optical / Laser Engineer

18

Job Postings (Past 12 Months)

Business / Management Analyst

17

Job Postings (Past 12 Months)

Human Resources Software Skills Cluster

HR Software

336

Cumulative Active Unique Entry – Level and Job Postings for HR Software Generalist Positions (Past 12 Months) in SW Connecticut.

\$69.9K

Median Advertised Salary

Top In – Demand Technology Skills

Human Resources Information System (HRIS), Excel, Kronos, Workday, Auditing

| | |
|-------------------------|----|
| Community Health Center | 47 |
| Deloitte | 21 |
| ABS Kids | 8 |
| Hartford HealthCare | 8 |
| ASML | 7 |
| Healthplanone | 7 |
| Meyer Jabara Hotels | 6 |
| Yale New Haven Health | 5 |
| HEI Hotels & Resorts | 5 |
| Lovesac Furniture Co. | 4 |

HR / Labor Relations Specialist

65

Job Postings (Past 12 Months)

Human Resources Assistant

28

Job Postings (Past 12 Months)

Recruiter

25

Job Postings (Past 12 Months)

Technical Support and Services Skills Cluster

Technical Support and Services *Excludes 40 selected tech occupations

359

Cumulative Active Unique Entry – Level and Job Postings for Tech Support Generalist Positions (Past 12 Months) in SW Connecticut.

\$72.6K

Median Advertised Salary

Top In – Demand Technology Skills

Technical Support, Project Management, Help Desk Support, Excel

| | |
|------------------------------------|----|
| Community Health Center | 22 |
| Nuvance Health | 7 |
| Philips | 6 |
| TRMEDX | 6 |
| CDM Smith | 6 |
| KPMG | 6 |
| Alliance For Community Empowerment | 6 |
| NBC | 5 |
| Lumen Technologies | 5 |
| Abcd Corporation Ltd | 5 |

Business / Management Analyst

13

Job Postings (Past 12 Months)

Computer Support Specialist

13

Job Postings (Past 12 Months)

Sales Representative

11

Job Postings (Past 12 Months)



Southwest Connecticut Occupations Deep Dive

Computer Support Specialist

Entry – Level Tech Job Postings



279

Cumulative Active Unique **Entry – Level** Job Postings for Computer Support Specialist (Past 12 Months) in SW Connecticut.

\$55.6K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



94

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Computer Support Specialist (Past 12 Months) in SW Connecticut.

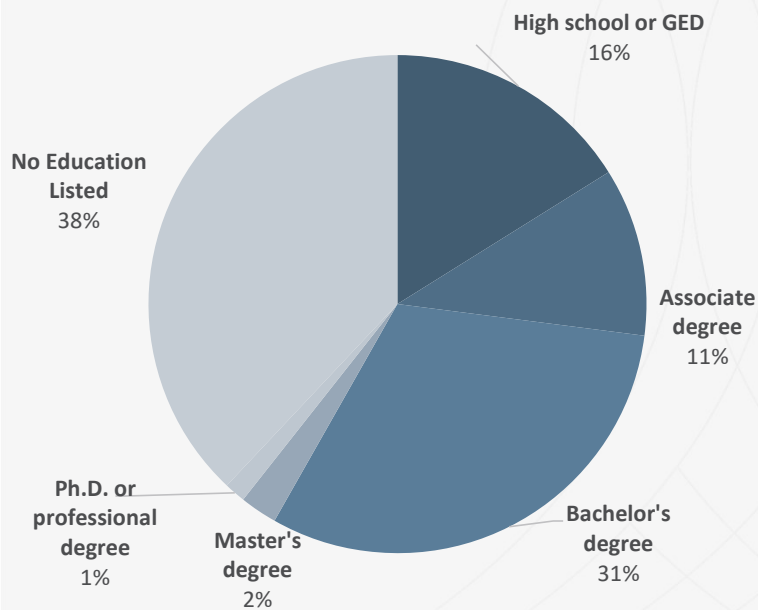
\$55K

Median Advertised Salary

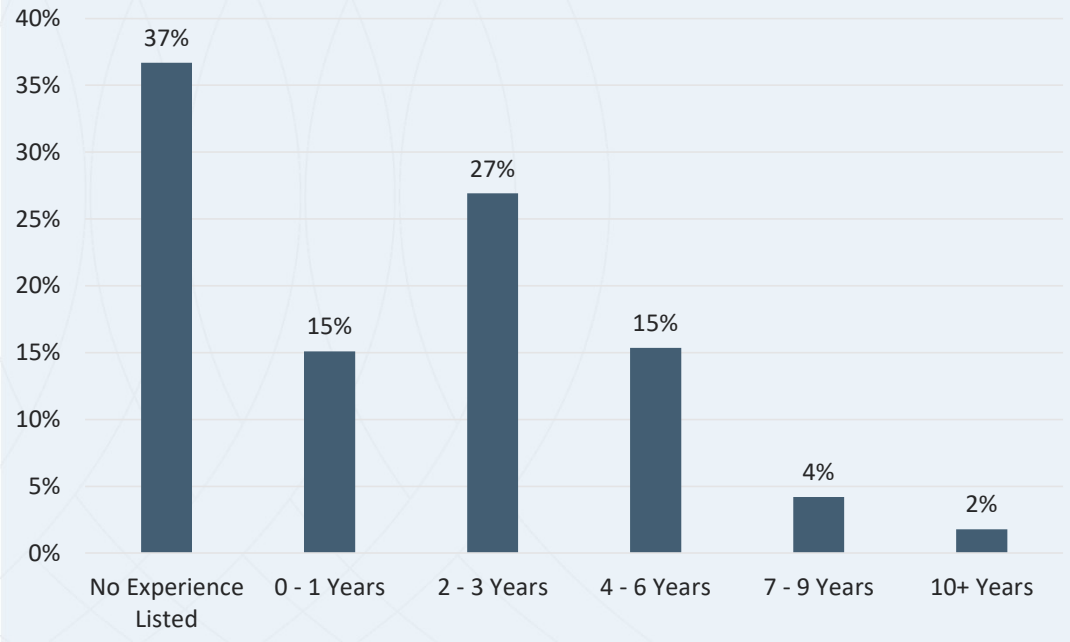
| In – Demand Skill | Skill Growth Relative to Market |
|----------------------|---------------------------------|
| Technical Support | Rapidly Growing |
| Help Desk Support | Rapidly Growing |
| Active Directory | Lagging |
| Operating Systems | Rapidly Growing |
| Microsoft Office 365 | Rapidly Growing |
| Windows 10 | Rapidly Growing |
| Service Now | Rapidly Growing |
| Windows 7 | Rapidly Growing |
| Excel | Growing |
| Apple IOS | Growing |

Computer Support Specialist Education and Experience Requirements in SW CT

Minimum **Education** Level Requested for Computer Support Specialist job postings in Southwest Connecticut (Past 12 Months)

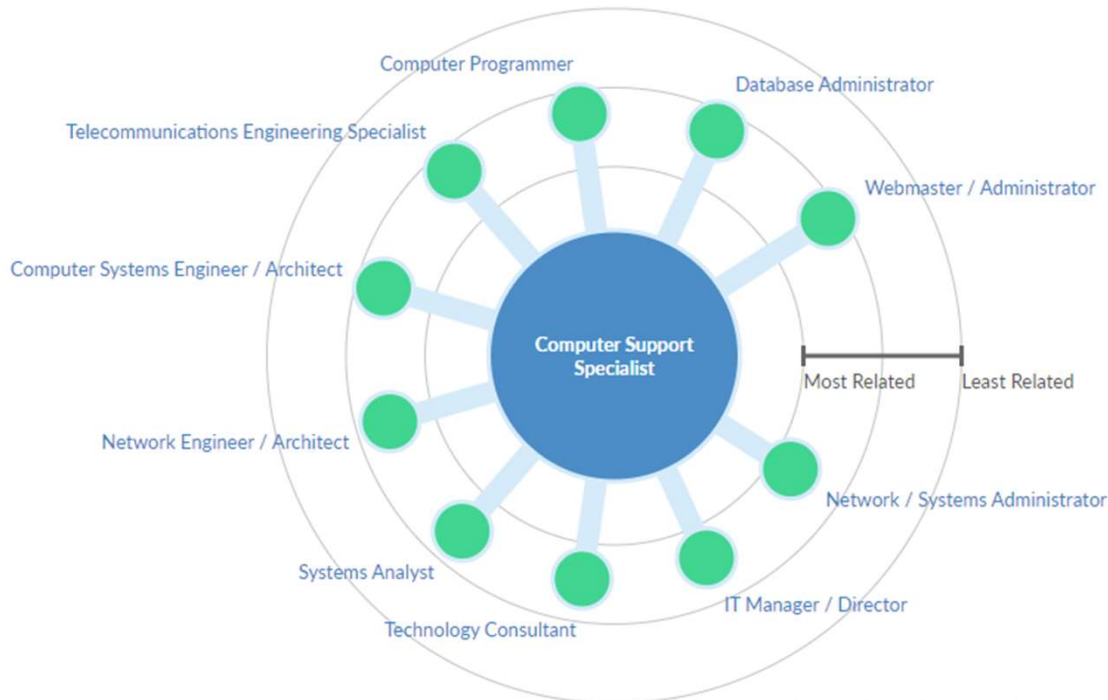


Minimum Experience Level Requested for Computer Support Specialist job postings in Southwest Connecticut (Past 12 Months)



Computer Support Specialist: Career Pathway

Below are the top listed next – step jobs for Computer Support Specialist



Target Advancement Occupation

Computer Support Specialist



Network / Systems Administrator

\$55.6K

Median Advertised Salary



\$84.9K

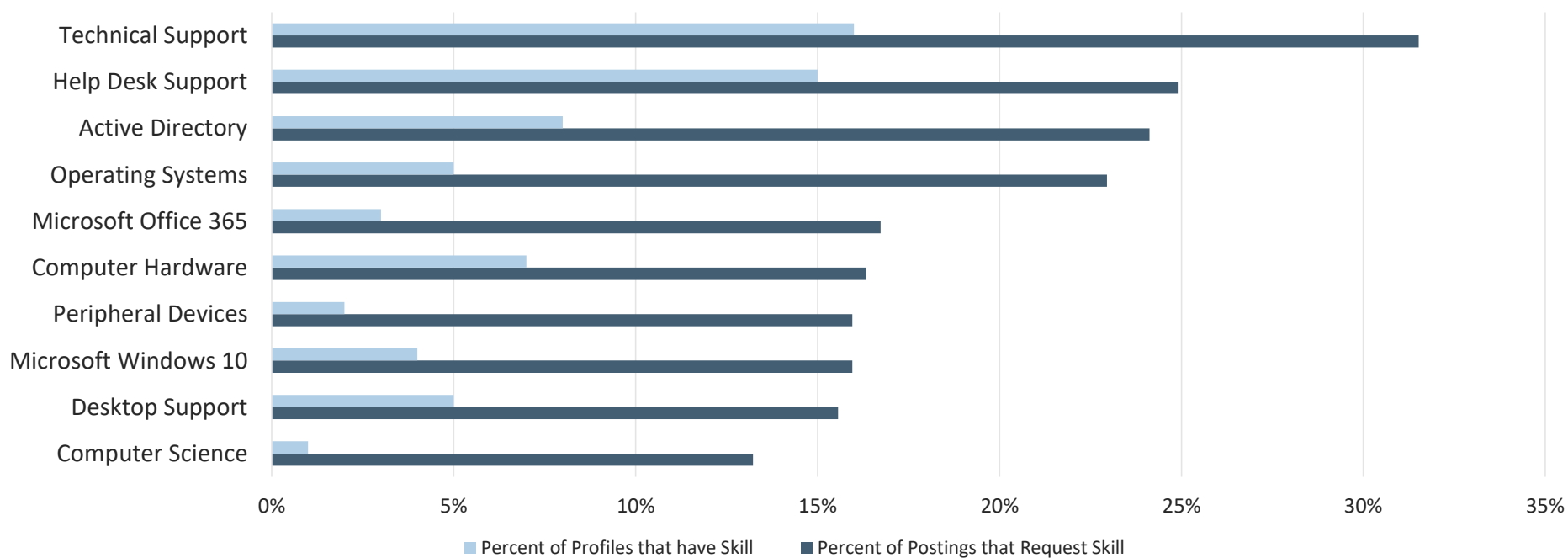
Median Advertised Salary

Most Needed Transitional Skills

- Linux
- System Administration
- Scripting
- Network Administration
- Ansible
- Automation
- Unix

Computer Support Specialist: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Software Developer / Engineer

Entry – Level Tech Job Postings



265

Cumulative Active Unique **Entry – Level** Job Postings for Software Developer (Past 12 Months) in SW Connecticut.

\$124.3K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



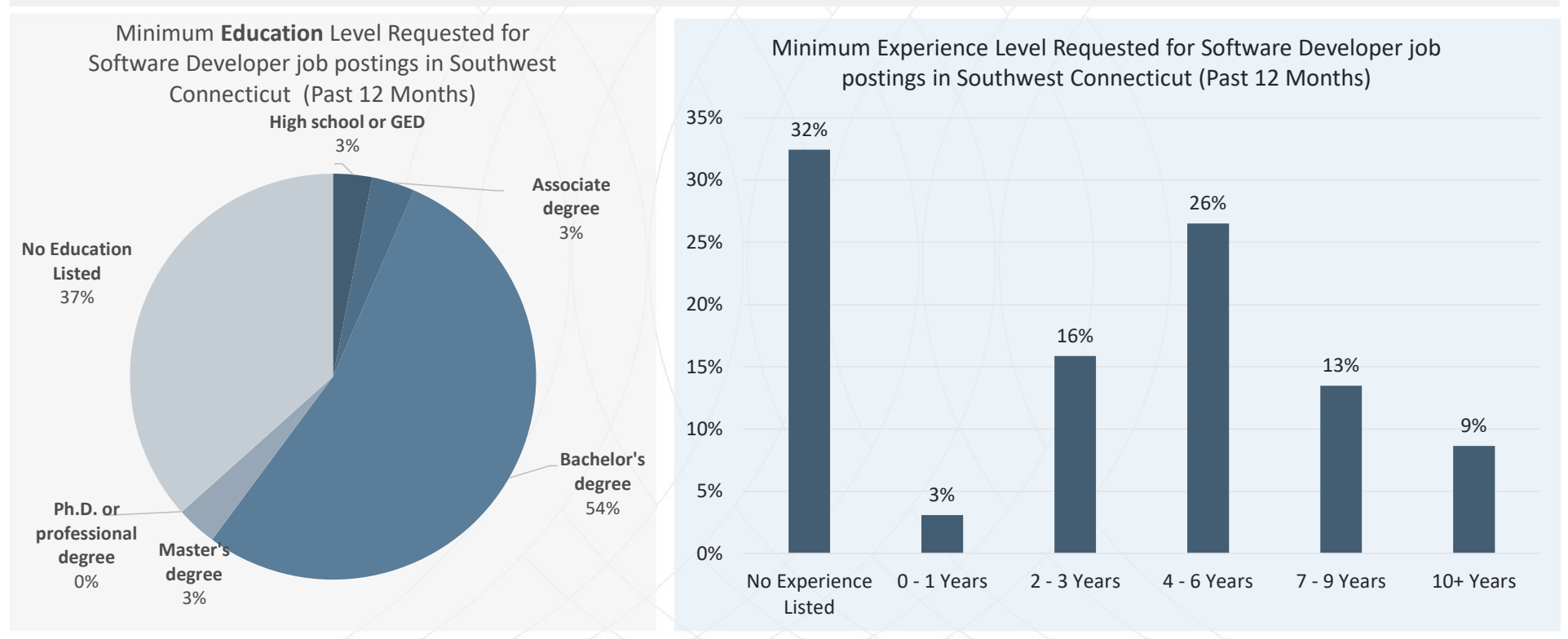
16

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Software Developer (Past 12 Months) in SW Connecticut.

| In – Demand Skill | Skill Growth Relative to Market |
|----------------------|---------------------------------|
| Computer Science | Rapidly Growing |
| Software Engineering | Rapidly Growing |
| Python | Rapidly Growing |
| Software Developer | Rapidly Growing |
| SQL | Stable |
| JavaScript | Growing |
| API | Growing |
| Java | Growing |
| C++ | Growing |
| Linux | Stable |

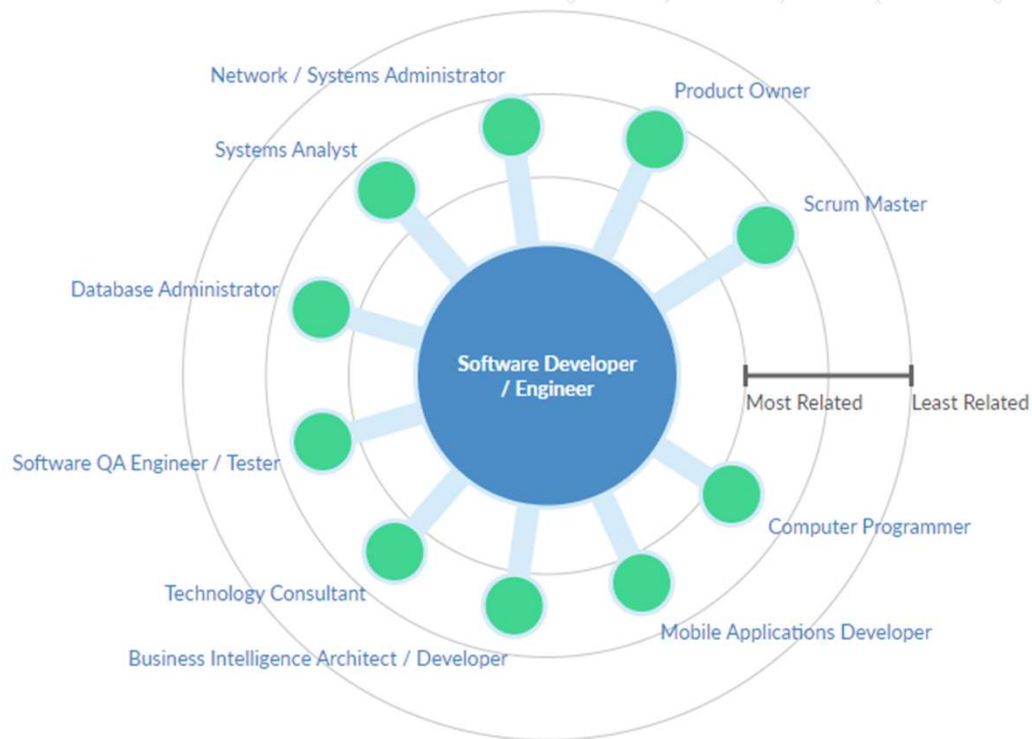
Software Developer / Engineer

Education and Experience Requirements in SW CT



Software Developer: Career Pathway

Below are the top listed feeder jobs for Software Developer



Target Advancement Occupation

Software QA
Engineer / Tester



Software
Developer

\$90K

Median Advertised Salary



\$124K

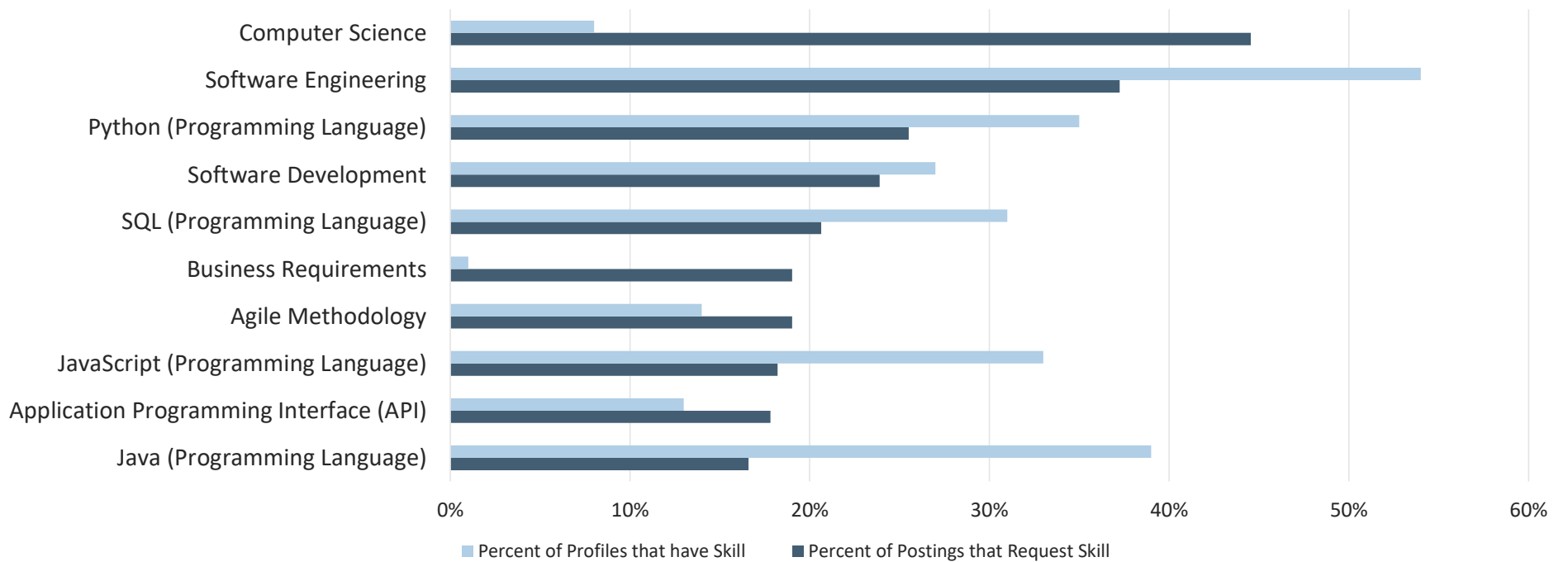
Median Advertised Salary

Most Needed Transitional Skills

- Software Engineering
- Full Stack Development
- Amazon Web Services
- React.js
- Kubernetes
- Angular
- Microsoft Azure
- Microservices

Software Developer: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Data / Data Mining Analyst, Statistician, Data Engineer, Data Warehousing Specialist, Database Administrator and Architect

Entry – Level Tech Job Postings



215

Cumulative Active Unique **Entry – Level** Job Postings for Data Roles (Past 12 Months) in SW Connecticut.

\$89.9K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



36

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Data Roles (Past 12 Months) in SW Connecticut.

\$58.1K

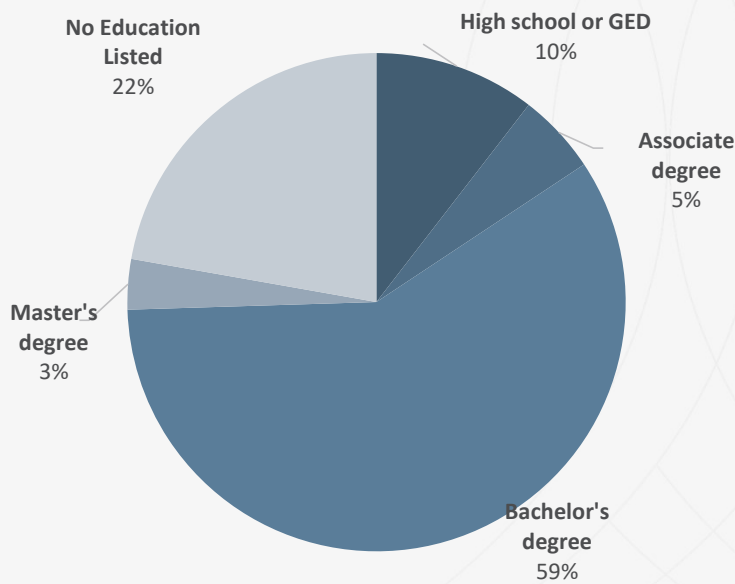
Median Advertised Salary

| In – Demand Skill | Skill Growth Relative to Market |
|-------------------|---------------------------------|
| Data Analysis | Rapidly Growing |
| SQL | Stable |
| Computer Science | Rapidly Growing |
| Python | Rapidly Growing |
| Data Quality | Rapidly Growing |
| Excel | Growing |
| Power BI | Rapidly Growing |
| Dashboard | Rapidly Growing |
| Tableau | Rapidly Growing |
| R | Rapidly Growing |

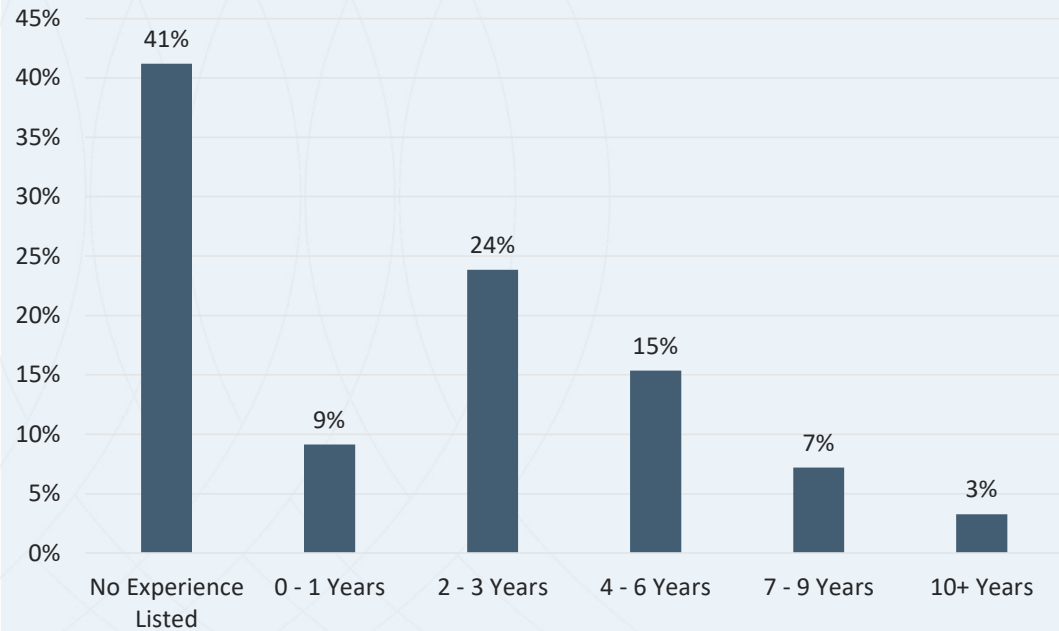
Data / Data Mining Analyst

Education and Experience Requirements in SW CT

Minimum **Education** Level Requested for Data / Data Mining Analyst job postings in Southwest Connecticut (Past 12 Months)

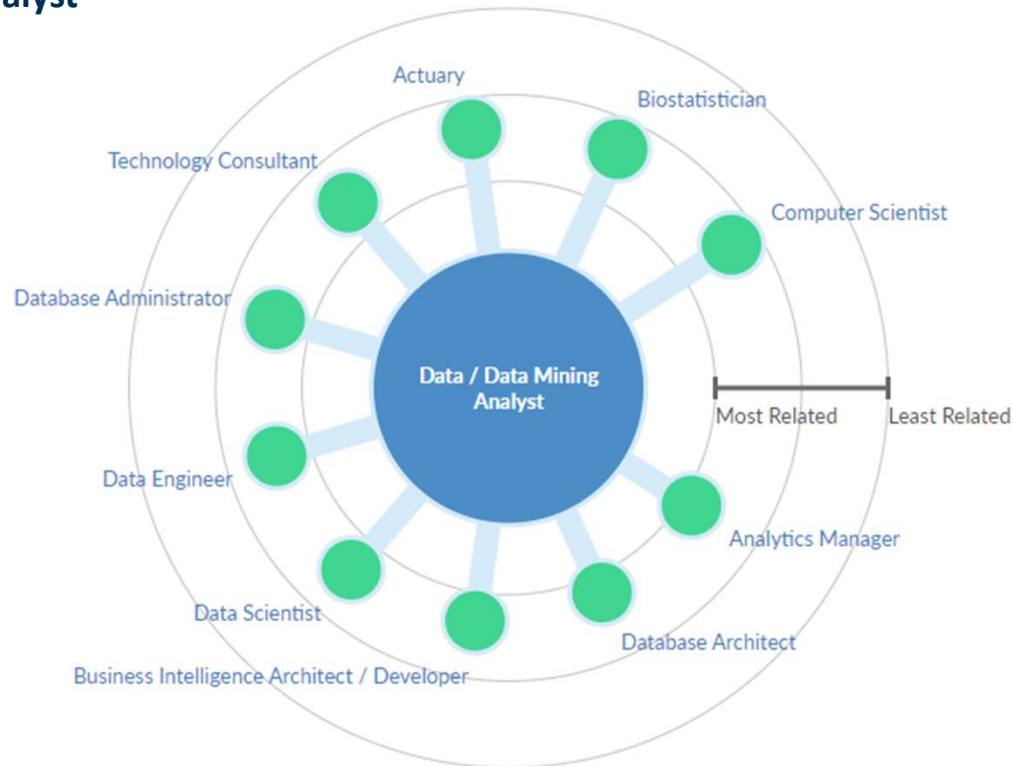


Minimum **Experience** Level Requested for Data / Data Mining Analyst job postings in Southwest Connecticut (Past 12 Months)



Data / Data Mining Analyst: Career Pathway

Below are the top listed next - steps jobs for Data / Data Mining Analyst



Target Advancement Occupation

Data / Data Mining Analyst



Database Architect

\$96K

Median Advertised Salary



\$131K

Median Advertised Salary

Most Needed Transitional Skills

Data Architecture

Amazon Web Services

Data Strategy

Microsoft Azure

Scalability

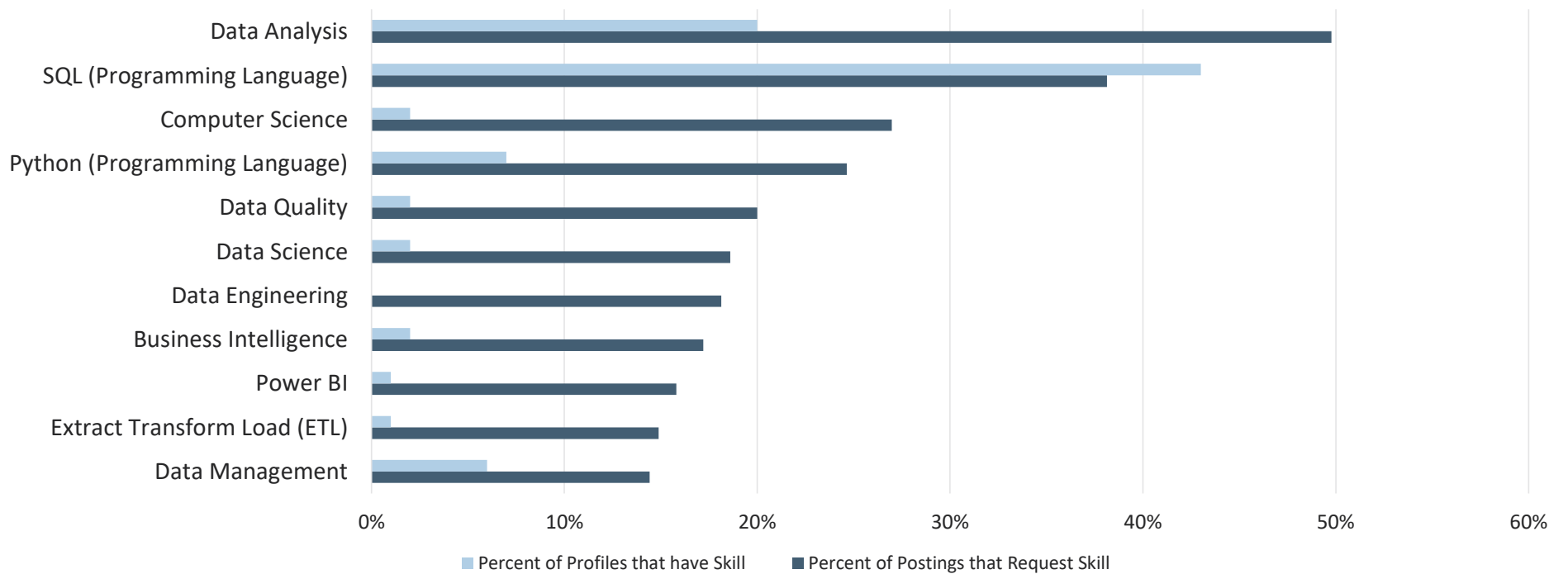
Data Engineering

Big Data

Apache Spark

Data Scientist: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Business Management Analyst and Business Intelligence Analyst

Entry – Level Tech Job Postings



265

Cumulative Active Unique **Entry – Level** Job Postings for Business Analyst (Past 12 Months) in SW Connecticut.

\$100.6K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



18

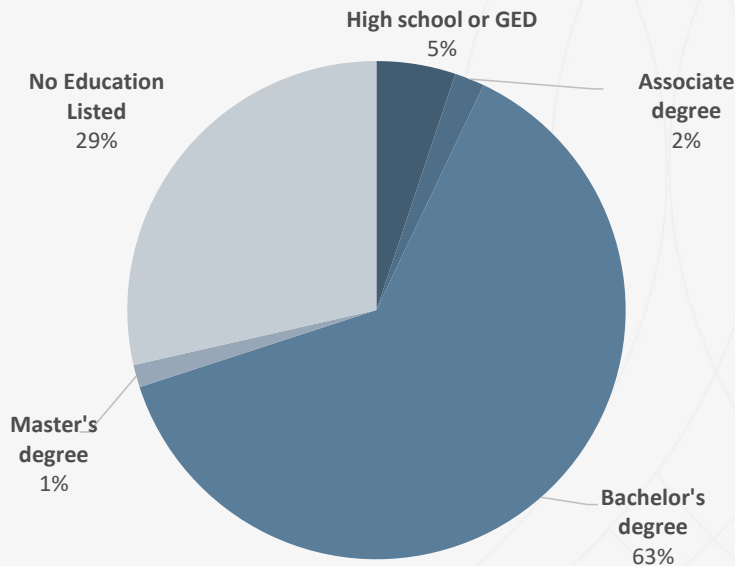
Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Business Analyst (Past 12 Months) in SW Connecticut.

| In – Demand Skill | Skill Growth Relative to Market |
|--------------------|---------------------------------|
| Project Management | Growing |
| Finance | Rapidly Growing |
| Business Process | Rapidly Growing |
| Data Analysis | Rapidly Growing |
| SQL | Stable |
| Excel | Growing |
| PowerPoint | Rapidly Growing |
| Tableau | Rapidly Growing |
| SAP Applications | Rapidly Growing |
| Power BI | Rapidly Growing |

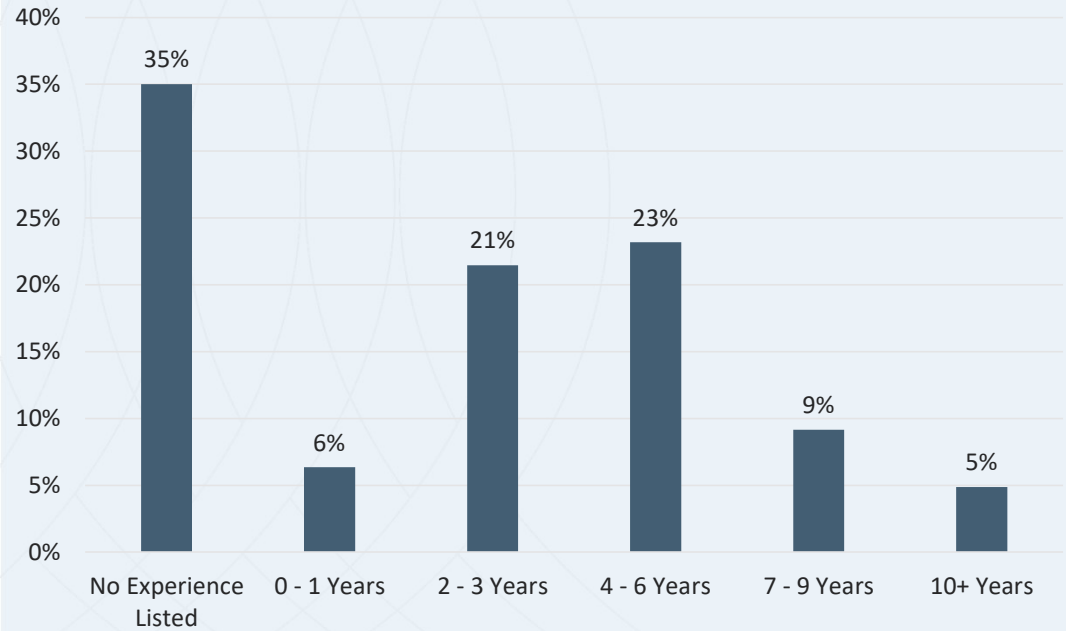
Business Management Analyst

Education and Experience Requirements in SW CT

Minimum **Education** Level Requested for Business Management Analyst job postings in Southwest Connecticut (Past 12 Months)

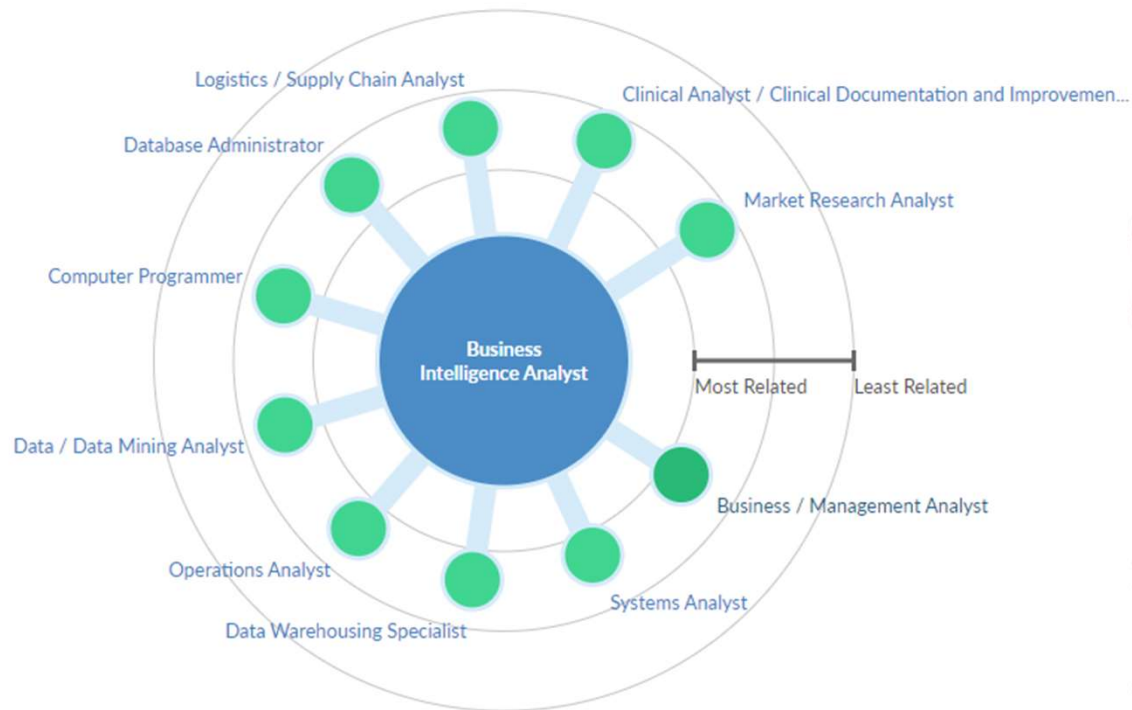


Minimum Experience Level Requested for Business Management Analyst job postings in Southwest Connecticut (Past 12 Months)



Business Intelligence Analyst: Career Pathway

Below are the top listed feeder jobs for Business Intelligence Analyst



Target Advancement Occupation

Data Warehousing Specialist



Business Intelligence Analyst

\$70K

Median Advertised Salary



\$125K

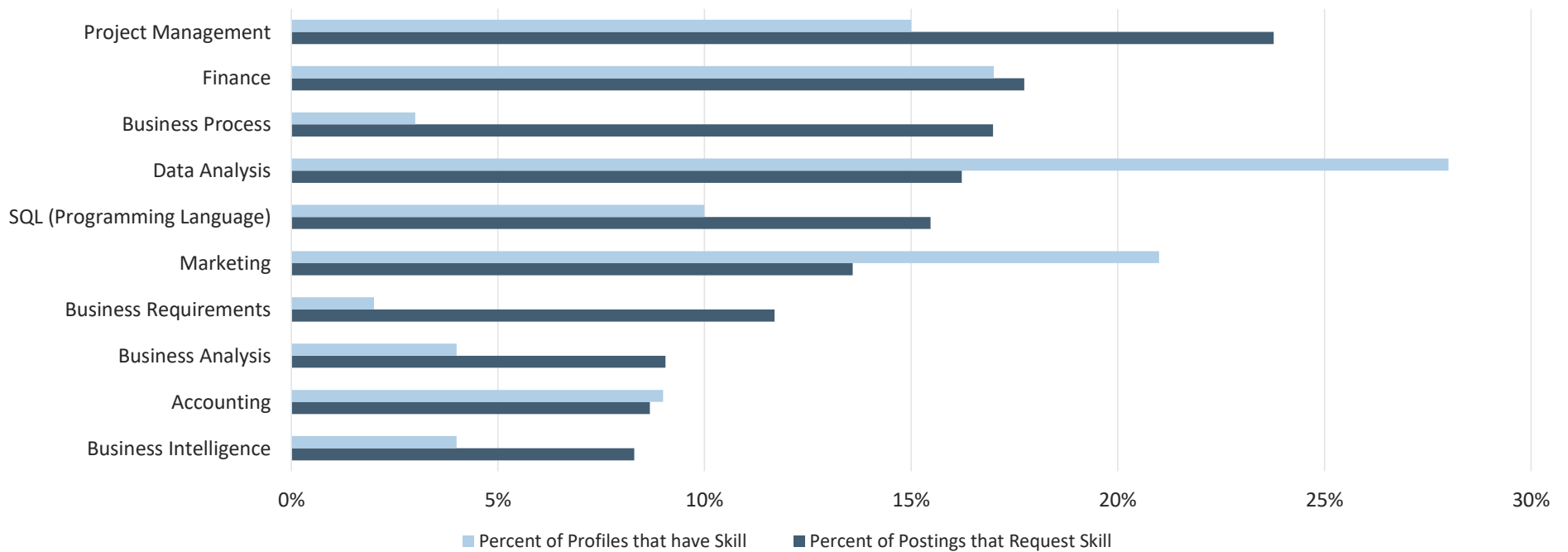
Median Advertised Salary

Most Needed Transitional Skills

- SAP Applications
- Business Process
- Business Requirements
- Enterprise Resource Planning
- Business Intelligence
- Finance
- Supply Chain
- Accounting

Business Management Analyst: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Cyber / Information Security Engineer / Analyst, Systems Analyst, Network / Systems Administrator

Entry – Level Tech Job Postings



155

Cumulative Active Unique **Entry – Level** Job Postings for Cyber Roles (Past 12 Months) in SW Connecticut.

\$92.4K

Median Advertised Salary

Entry – Level and Associate’s Tech Job Postings



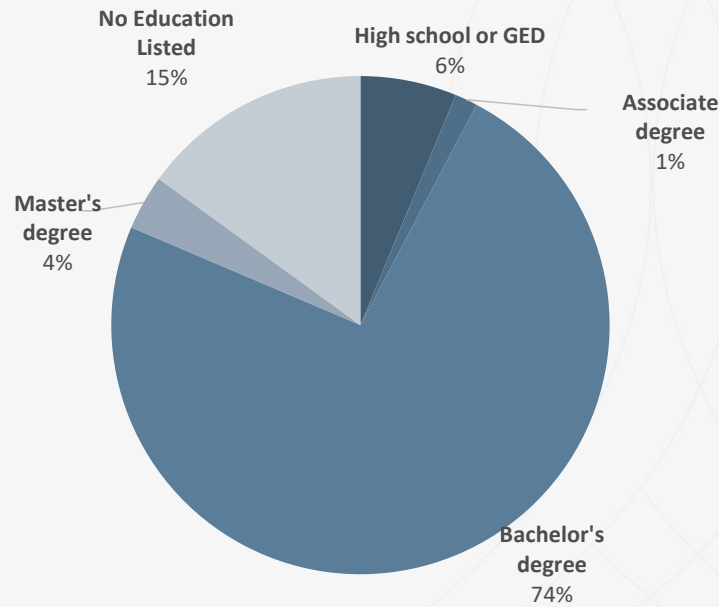
23

Cumulative Active Unique **Entry – Level and Associate’s** Job Postings for Cyber Roles (Past 12 Months) in SW Connecticut.

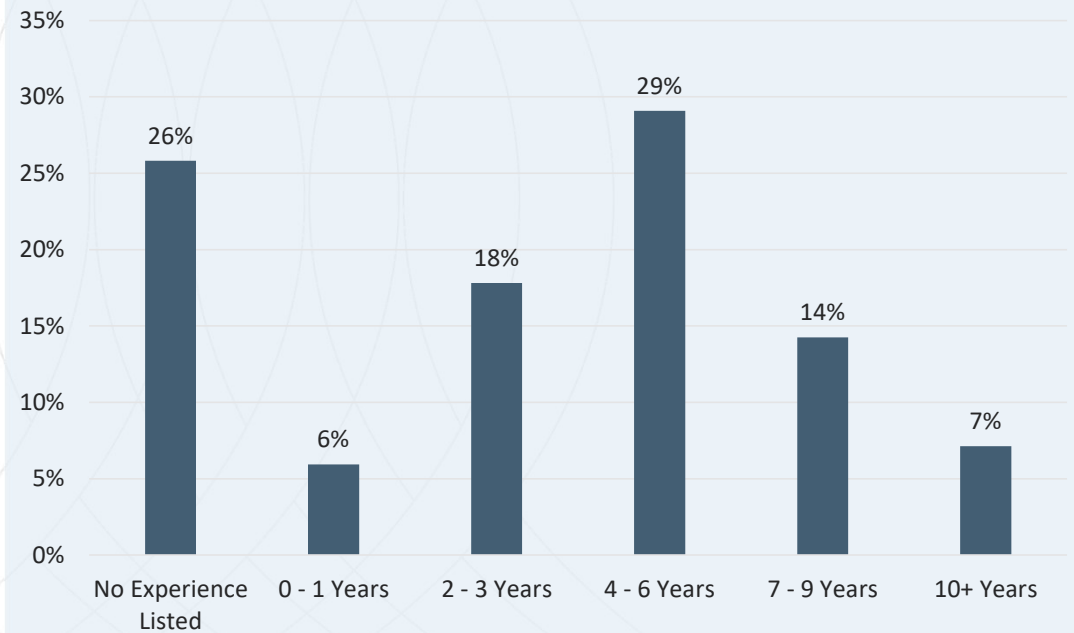
| In – Demand Skill | Skill Growth Relative to Market |
|--------------------|---------------------------------|
| Computer Science | Rapidly Growing |
| Auditing | Rapidly Growing |
| Project Management | Growing |
| Business Process | Rapidly Growing |
| Microsoft Azure | Rapidly Growing |
| Firewall | Rapidly Growing |
| Operating Systems | Rapidly Growing |
| AWS | Rapidly Growing |
| ServiceNow | Rapidly Growing |
| Unix | Growing |

Cyber / Information Security Engineer / Analyst Education and Experience Requirements in SW CT

Minimum **Education** Level Requested for Cyber / ISA job postings in Southwest Connecticut (Past 12 Months)

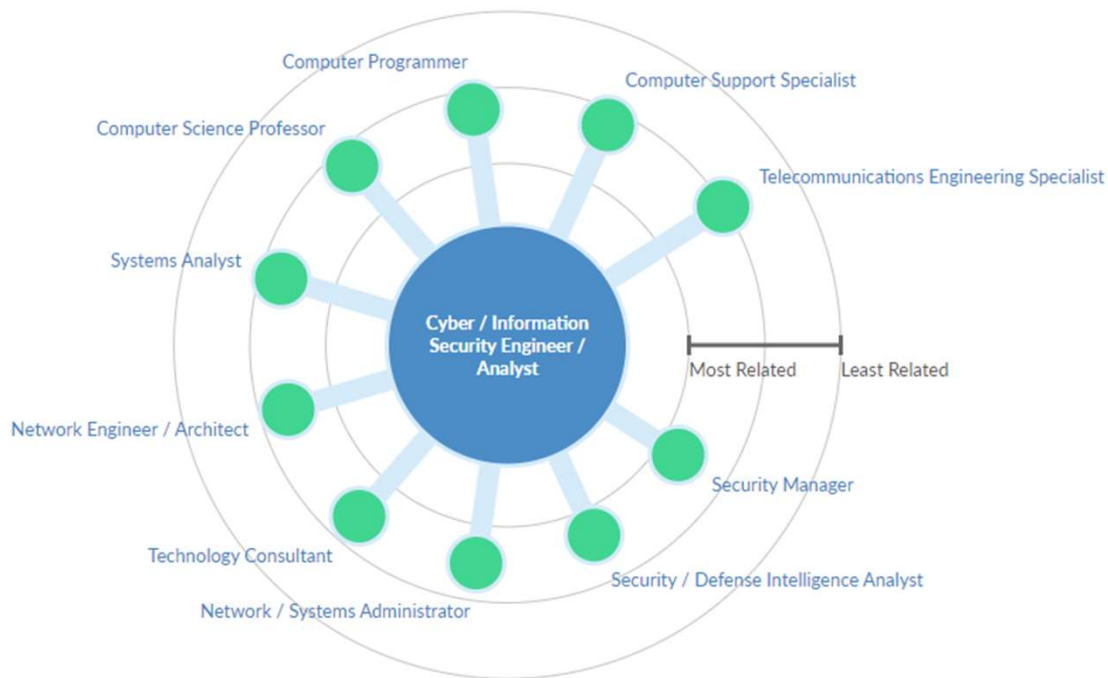


Minimum Experience Level Requested for Cyber / ISA job postings in Southwest Connecticut (Past 12 Months)



Cyber / Information Security Engineer / Analyst: Career Pathway

Below are the top listed feeder jobs for Cyber / ISE / Analyst



Target Advancement Occupation

Network / Systems Administrator



Cyber / ISE / Analyst

\$98K

Median Advertised Salary



\$119K

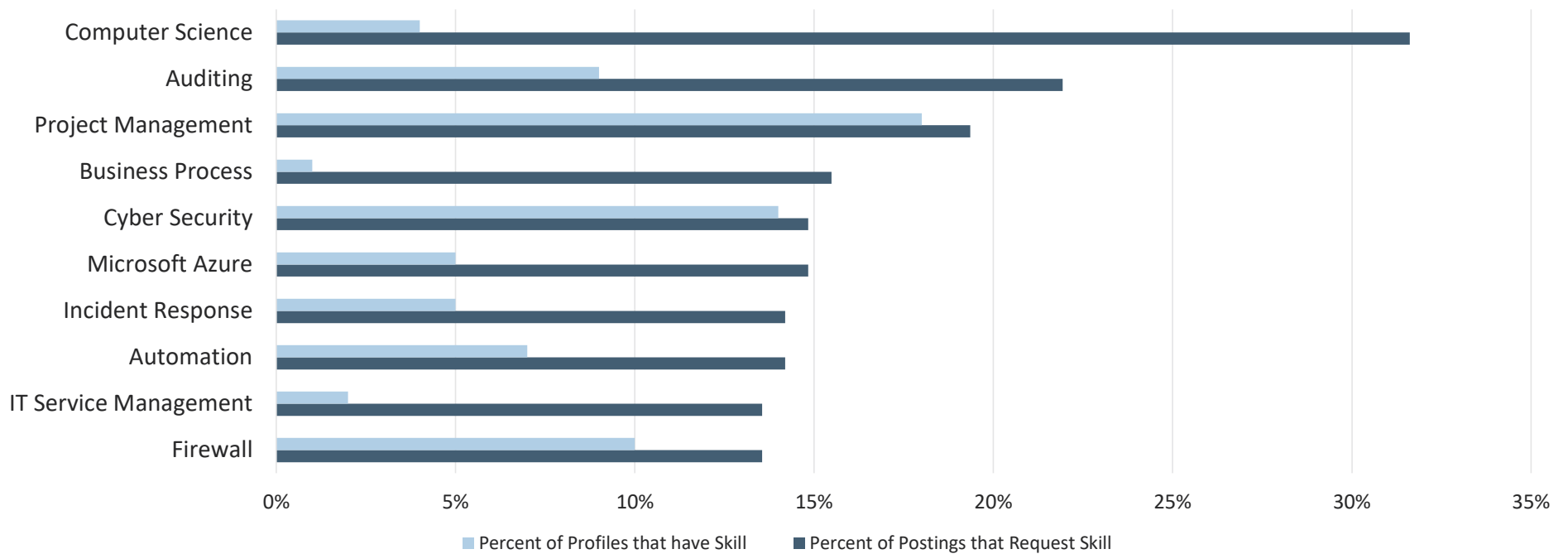
Median Advertised Salary

Most Needed Transitional Skills

- Cyber Security
- Vulnerability
- Incident Response
- Risk Analysis
- Cyber Threat Intelligence
- Risk Management
- Security Controls
- Penetration Testing

Cyber / Information Security Engineer / Analyst: Skills Gap Assessment

Top In – Demand Specialized Skills and Percent of Tech Professionals in CT that have Skill



Skills Demand for EPIC EMR and EPIC EMR Certification in Southwest CT over the Past 12 Months

34

Cumulative Active Unique Job Postings for **Technology Occupations** that request EPIC EMR (Past 12 Months) in SW CT

15

Cumulative Active Unique Entry – Level Job Postings for **Technology Occupations** that request EPIC EMR (Past 12 Months) in SW CT

Systems Analyst, Data Engineer, Technology Consultant, Software QA Engineer / Tester

CTG, Yale New Haven Health, Robert Half, Computer Task Group

1,282

Cumulative Active Unique Job Postings that request EPIC EMR (Past 12 Months) in Southwest CT

732

Cumulative Active Unique Entry – Level Job Postings that request EPIC EMR (Past 12 Months) in Southwest CT

Medical Assistant, Nursing Assistant, Registered Nurse, Medical Secretary, Speech Language Pathologist

Yale New Haven Health, Harford Healthcare, Epic Staffing, Actalent, Trusted Health, Robert Half



Southwest Connecticut Skills Deep Dive

Southwest Connecticut Top In-Demand Occupations by Skill (Entry – Level)

SQL

Top Occupations Requesting Skill

Software Developer / Engineer
Data / Data Mining Analyst
Data Engineer

Microsoft Excel

Top Occupations Requesting Skill

Computer Support Specialist
Technology Consultant
Data / Data Mining Analyst

Operating Systems

Top Occupations Requesting Skill

Computer Support Specialist
Software Developer / Engineer
Cyber / ISE / Analyst

Python

Top Occupations Requesting Skill

Software Developer / Engineer
Data / Data Mining Analyst
Data Scientist

JavaScript

Top Occupations Requesting Skill

Software Developer / Engineer
Web Developer
UI / UX Designer / Developer

Active Directory

Top Occupations Requesting Skill

Computer Support Specialist
Network Engineer / Architect
IT Manager / Director

Southwest Connecticut Top In-Demand Occupations by Skill (Entry – Level)

Amazon Web Services

Top Occupations Requesting Skill

Software Developer / Engineer

Cyber / ISE / Analyst

Computer Systems Engineer

API

Top Occupations Requesting Skill

Software Developer / Engineer

Cyber / ISE / Analyst

Business Intelligence Architect

Linux

Top Occupations Requesting Skill

Software Developer / Engineer

Cyber / ISE / Analyst

Web Developer

Microsoft Azure

Top Occupations Requesting Skill

Software Developer / Engineer

Computer Systems Engineer

Computer Support Specialist

Java

Top Occupations Requesting Skill

Software Developer / Engineer

Cyber / ISE / Analyst

Web Developer

Dashboard

Top Occupations Requesting Skill

Data / Data Mining Analyst

Business Intelligence Architect

Data Engineer

Southwest Connecticut Top In-Demand Occupations by Skill (Entry – Level)

Jira

Top Occupations Requesting Skill

Software Developer / Engineer
Computer Support Specialist
Data / Data Mining Analyst

Agile

Top Occupations Requesting Skill

Software Developer / Engineer
Computer Support Specialist
UI / UX Design / Developer

Data Analysis

Top Occupations Requesting Skill

Data / Data Mining Analyst
Data Scientist
Data Engineer

Computer Science

Top Occupations Requesting Skill

Software Developer / Engineer
Computer Support Specialist
Data / Data Mining Analyst

Project Management

Top Occupations Requesting Skill

Computer Support Specialist
Software Developer / Engineer
IT Project Management

Automation

Top Occupations Requesting Skill

Software Developer / Engineer
Cyber / ISE / Analyst
Network Engineer / Architect

Southwest Connecticut Top In-Demand Occupations by Skill (Entry – Level)

Scrum

Top Occupations Requesting Skill

Software Developer / Engineer
Product Owner
Business Intelligence Architect

Help Desk Support

Top Occupations Requesting Skill

Computer Support Specialist
Systems Analyst
Network Engineer / Architect

Software Engineering

Top Occupations Requesting Skill

Software Developer / Engineer
Business Intelligence Architect
Computer Systems Engineer

Workflow Management

Top Occupations Requesting Skill

Software Developer / Engineer
Systems Analyst
Computer Support Specialist

Software Development

Top Occupations Requesting Skill

Software Developer / Engineer
Data Engineer
Systems Analyst

CompTIA+, Network +, Security +

Top Occupations Requesting Skill

Computer Support Specialist
Cyber / ISE / Analyst
IT Manager



Appendix



Connecticut

Entry – Level and Associate’s Degree Only Tech Talent Demand

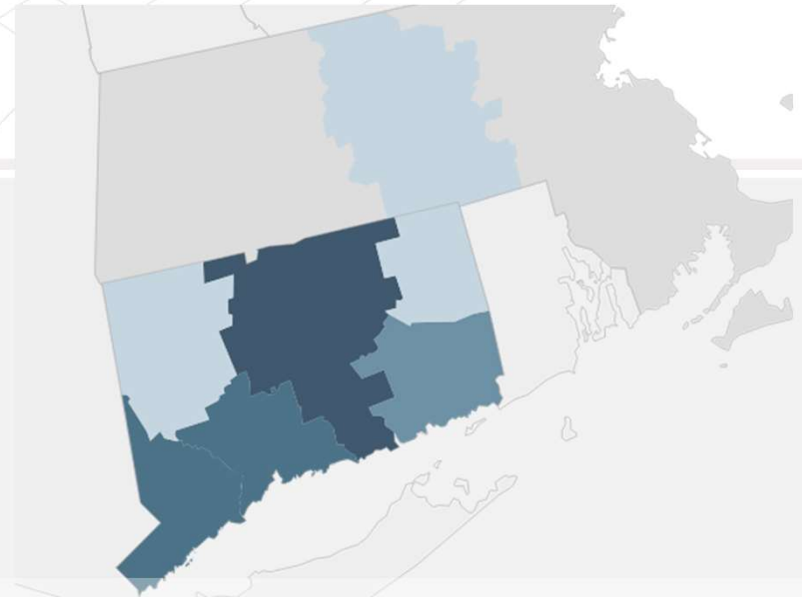
Connecticut Technology Job Postings over Past 12 Months (Entry – Level and Associate’s)

1,271

Cumulative Active Unique Entry – Level and Associate’s Job Postings for **Technology Occupations** for **any Industry** (Past 12 Months) in CT.

75%

Of Entry-Level and Associate’s Technology Job Postings in CT are **outside of Technology Industry.**



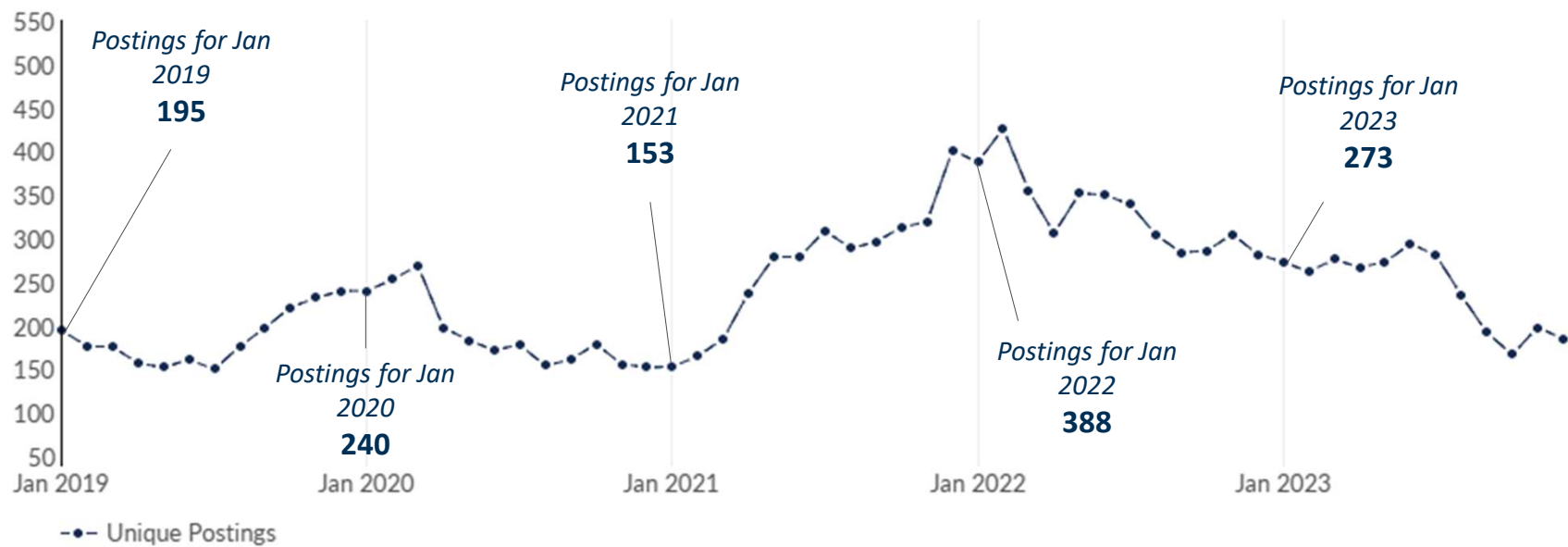
Hartford – East Hartford - Middletown
590 Job Postings

Bridgeport – Stamford - Norwalk
269 Job Postings

New Haven – Milford
228 Job Postings

Connecticut Technology Job Postings Over Past 5 Years (Entry – Level and Associate’s)

Entry – Level and Associate’s Job Postings Trend for Technology Occupations in any Industry in CT
Past 5 Years



Top Companies Hiring for Entry – Level and Associate’s Technology Talent in Connecticut

| | | | | | |
|-------------------------|----|------------------------------|---|--|---|
| Accenture | 49 | Unisys | 9 | Greenman & Pedersen | 6 |
| Cigna | 37 | CVS Health | 9 | Capgemini | 6 |
| Yale New Haven Health | 33 | Yale University | 9 | Connecticut Children's Medical Center | 6 |
| Travelers | 31 | Webster Bank | 8 | Planet Fitness | 6 |
| The Cigna Group | 25 | CBRE | 8 | Connecticut State Colleges Universities | 6 |
| General Dynamics | 24 | Guidehouse | 8 | United States Department of the Treasury | 6 |
| UnitedHealth Group | 22 | Marriott International | 7 | Connecticut Judicial Branch | 6 |
| Logicalis | 18 | TRUMPF | 7 | Ovation Workplace Services | 5 |
| Wheeler Clinic | 14 | Hartford HealthCare | 7 | Nfp | 5 |
| Synchrony | 13 | Elevance Health | 7 | CDW | 5 |
| PricewaterhouseCoopers | 13 | Capital One | 7 | Dci Resources | 5 |
| Community Health Center | 13 | GKN | 7 | Leidos | 5 |
| Prime Therapeutics | 13 | Mazak Corporation | 7 | American Cruise Lines | 5 |
| Lumen Technologies | 12 | Pearson Education | 6 | Bell Techlogix | 5 |
| Quinnipiac University | 11 | Bristol Hospital | 6 | Blackhawk Industrial | 5 |
| Eversource Energy | 10 | Norwalk Community College | 6 | Echn | 5 |
| Ultra Agency | 10 | Manchester Community College | 6 | | |

Top Job Titles Posted for Entry - Level and Associate's Technology Roles in Connecticut (Past 12 Months)

Computer Support Specialist

431

Job Postings (Past 12 Months)

IT Manager

64

Job Postings (Past 12 Months)

Data / Data Mining Analyst

48

Job Postings (Past 12 Months)

Software Developer / Engineer

103

Job Postings (Past 12 Months)

Cyber / Information Security
Engineer / Analyst

50

Job Postings (Past 12 Months)

Network Engineer / Architect

48

Job Postings (Past 12 Months)

Systems Analyst

79

Job Postings (Past 12 Months)

Technology Consultant

49

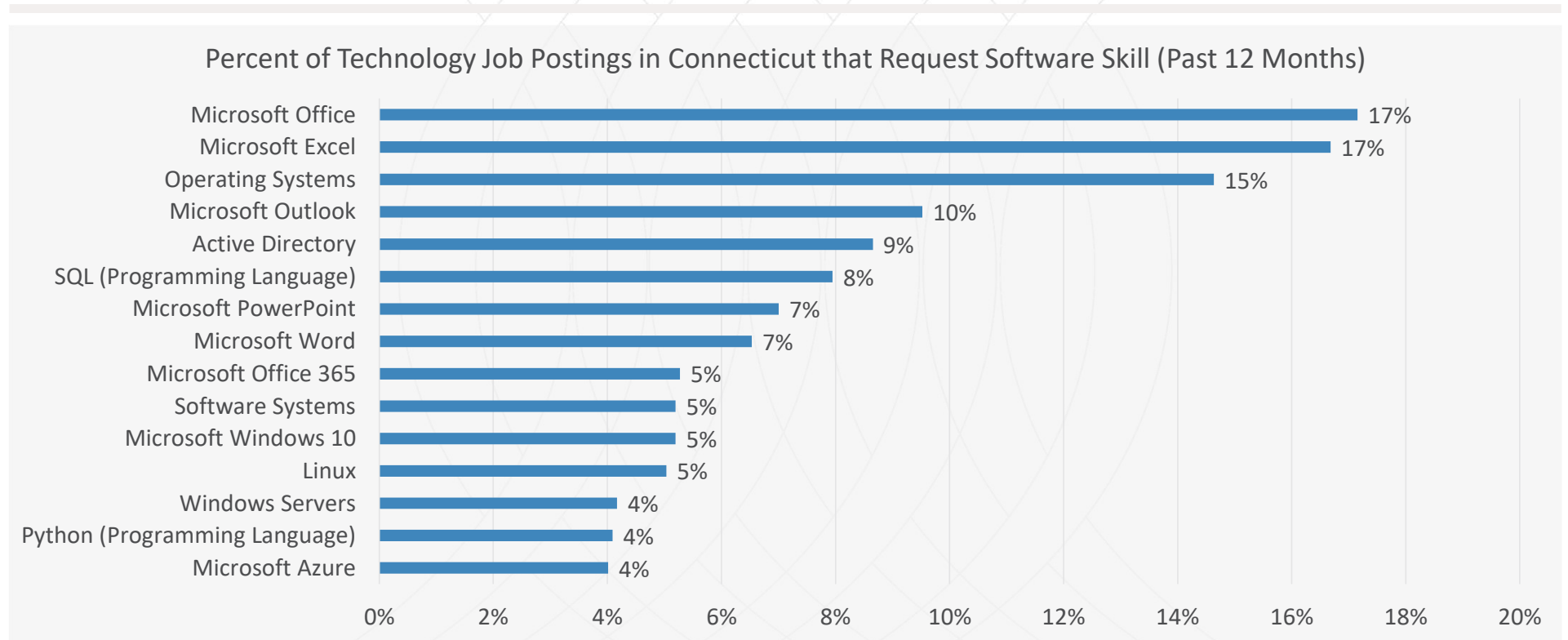
Job Postings (Past 12 Months)

Network / Systems Admin.

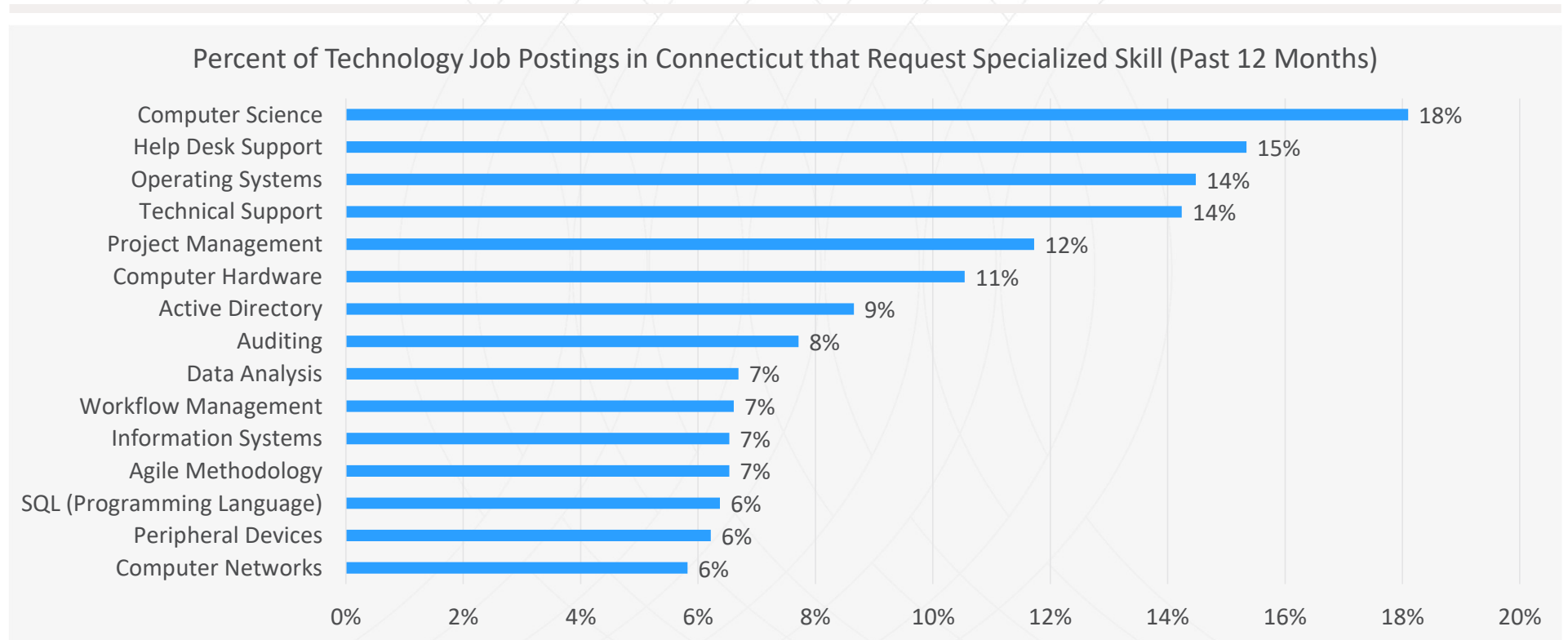
48

Job Postings (Past 12 Months)

Top Software Skills Requested for Entry – Level and Associate’s Technology Talent in Connecticut (Past 12 Months)



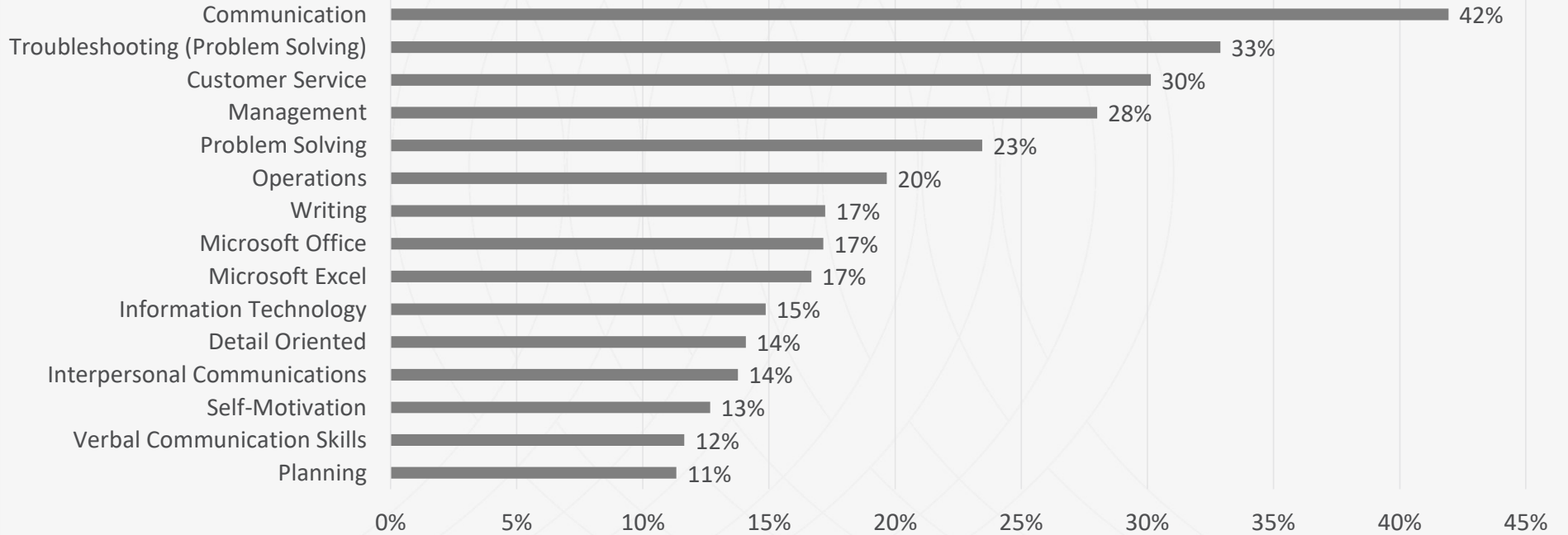
Top Specialized Skills Requested for Entry - Level and Associate's Technology Talent in Connecticut (Past 12 Months)



Top Common Skills Requested for Entry – Level and Associate’s Technology Talent in Connecticut (Past 12 Months)

CWO

Percent of Technology Job Postings in Connecticut that Request Common Skill (Past 12 Months)



Slide 118

CWO Update title of chart to say Common skill
Candace Williams, 2024-01-29T14:37:21.628

Top Qualifications Requested for Entry - Level and Associate's Technology Talent in Connecticut (Past 12 Months)

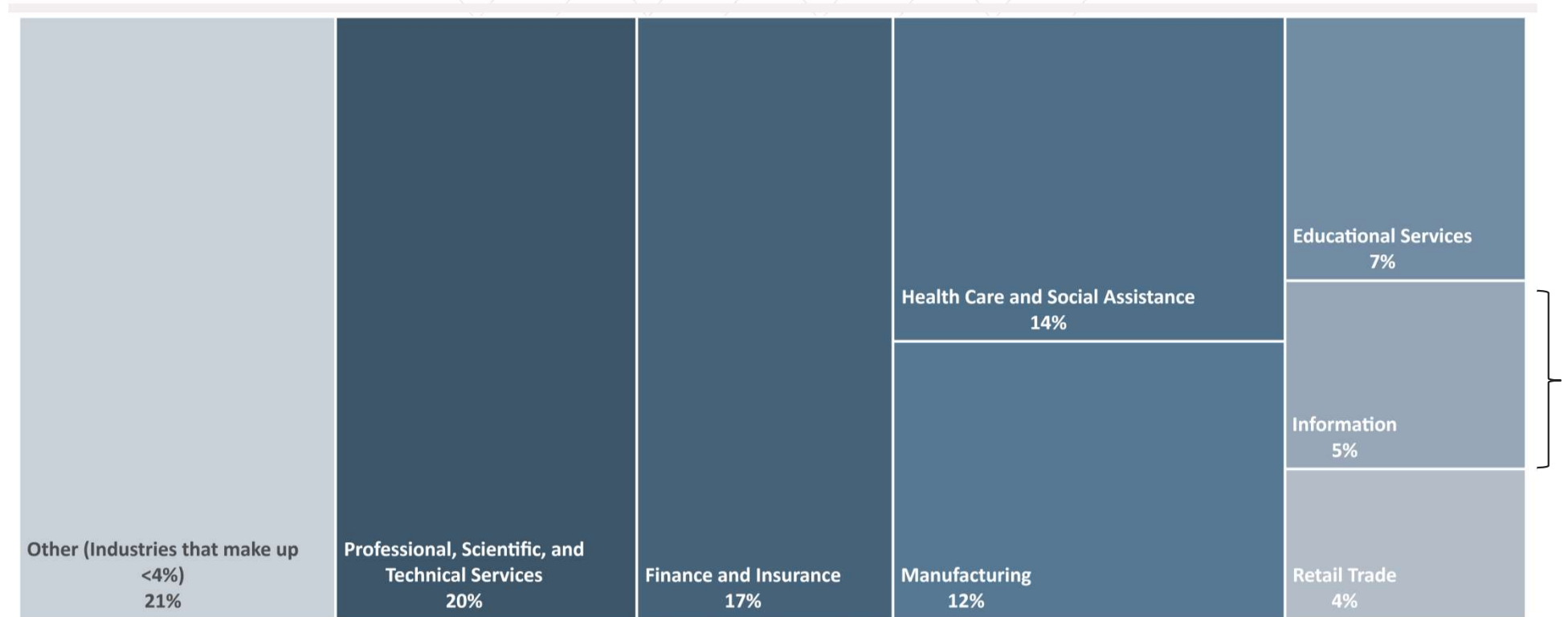
| Qualification | Number of Postings Requesting Qualification |
|---|---|
| CompTIA A+ | 105 |
| CompTIA Network+ | 56 |
| Microsoft Certified Professional | 37 |
| CompTIA Security+ | 34 |
| Cardiopulmonary Resuscitation (CPR) Certification | 26 |
| Secret Clearance | 22 |
| Security Clearance | 21 |
| Registered Nurse (RN) | 17 |
| First Aid Certification | 16 |
| Cisco Certified Network Associate | 12 |
| Epic EMR Certification | 11 |
| CompTIA Certification | 11 |
| Microsoft Certified Systems Engineer | 11 |
| Certified Information Systems Security Professional | 9 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 7 |



Connecticut

Entry – Level and Associate’s Degree Only Tech Talent Demand

Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)



Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)

Professional, Scientific, and Technical Services

20% or 206

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 80 Postings
 - Software Developer / Engineer
 - 22 Postings
 - Systems Analyst
 - 11 Postings
- Top Companies Hiring
 - Accenture – 49 Postings
 - PwC – 13 Postings
 - Unisys - 9 Postings

Finance and Insurance

17% or 172

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 37 Postings
 - Systems Analyst
 - 26 Postings
 - Cyber / Information Security Engineer
 - 15 Postings
- Top Companies Hiring
 - Cigna - 37 Postings
 - Travelers - 21 Postings
 - UnitedHealth Group - 22 Postings

Health Care and Social Assistance

14% or 143

Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 51 Postings
 - Database Architect
 - 15 Postings
 - Systems Analyst
 - 11 Postings
- Top Companies Hiring
 - Yale New Haven Health – 33 Postings
 - Wheeler Clinic – 14 Postings
 - Community Health Center - 13 Postings

Connecticut Technology Job Postings by Industry (Entry – Level and Associate’s)

Manufacturing

12% or 125
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 30 Postings
 - Software Developer / Engineer
 - 22 Postings
 - Software QA Engineer / Tester
 - 10 Postings
- Top Companies Hiring
 - General Dynamics - 24 Postings
 - GKN - 7 Postings
 - Mazak Corporation - 7 Postings

Educational Services

7% or 70
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Computer Support Specialist
 - 58 Postings
 - Network / Systems Admin.
 - 16 Postings
 - GIS Specialist
 - 7 Postings
- Top Companies Hiring
 - Quinnipiac University - 11 Postings
 - Yale University - 9 Postings
 - Norwalk Community College - 6 Postings

Information

5% or 47
Entry – Level Tech Job Postings

- Top 3 Occupations
 - Network Engineer / Architect
 - 9 Postings
 - Computer Support Specialist
 - 9 Postings
 - Data / Data Mining Analyst
 - 4 Postings
- Top Companies Hiring
 - Lumen Technologies – 12 Postings
 - Pearson Education – 6 Postings
 - Mirador - 3 Postings



Connecticut
Technology Professionals
(Graduation Year 2013 - 2023)

Connecticut Technology Professionals (Graduation Year 2013 - 2023)

20,290

Technology Professionals in CT (Graduation Year 2013 - 2023).

56%

Of Technology Professionals in CT (Graduation Year 2013 - 2023)
work outside of the technology industry.



Hartford
3,649 Professionals

New Haven
1,255 Professionals

Stamford
1,058 Professionals

Top Companies where Technology Professionals work in CT (Graduation Year 2013 - 2023)

| Company | Profiles | Percent of Profiles | Company | Profiles | Percent of Profiles | Company | Profiles | Percent of Profiles |
|---------------------------|----------|---------------------|--------------------------------|----------|---------------------|------------------------------------|----------|---------------------|
| Travelers | 587 | 2.89% | Lockheed Martin | 110 | 0.54% | Yale School Of Medicine | 55 | 0.27% |
| The Hartford | 363 | 1.79% | Sikorsky | 103 | 0.51% | Prudential Financial | 53 | 0.26% |
| General Dynamics | 360 | 1.77% | IBM | 100 | 0.49% | Larsen & Toubro | 53 | 0.26% |
| Pratt & Whitney | 358 | 1.76% | UnitedHealth Group | 100 | 0.49% | Verizon Communications | 47 | 0.23% |
| Cigna | 352 | 1.73% | CVS Health | 95 | 0.47% | Sonalysts | 45 | 0.22% |
| Raytheon Technologies | 258 | 1.27% | State Of Connecticut | 88 | 0.43% | Spectrum | 44 | 0.22% |
| Infosys | 190 | 0.94% | Factset | 88 | 0.43% | Evernorth | 41 | 0.20% |
| Aetna | 180 | 0.89% | Tata Consultancy Services | 79 | 0.39% | Gartner | 41 | 0.20% |
| Yale University Careers | 158 | 0.78% | Google | 67 | 0.33% | Espn | 40 | 0.20% |
| Hartford HealthCare | 143 | 0.70% | Cognizant Technology Solutions | 65 | 0.32% | DXC Technology | 40 | 0.20% |
| Yale New Haven Health | 137 | 0.68% | Medtronic | 65 | 0.32% | Disney | 40 | 0.20% |
| Amazon | 126 | 0.62% | Apple | 65 | 0.32% | Uconn Health | 37 | 0.18% |
| University of Connecticut | 125 | 0.62% | Pfizer | 63 | 0.31% | Deloitte | 37 | 0.18% |
| Accenture | 119 | 0.59% | Ernst & Young | 63 | 0.31% | Microsoft | 37 | 0.18% |
| Eversource Energy | 118 | 0.58% | MassMutual | 59 | 0.29% | Boehringer Ingelheim International | 36 | 0.18% |
| Cocc | 118 | 0.58% | Optum | 57 | 0.28% | Avangrid | 35 | 0.17% |
| ASML | 112 | 0.55% | Voya Financial | 57 | 0.28% | | | |

Top Job Titles of Technology Professionals in CT (Graduation Year 2013 - 2023)

Software Engineers

1,663

Professionals

Data Scientists

278

Professionals

Actuarial Analysts

208

Professionals

Software Developers

378

Professionals

Systems Engineers

246

Professionals

Systems Administrators

149

Professionals

Data Engineers

357

Professionals

IT Specialists

211

Professionals

Web Developers

130

Professionals



Build better skills for better performance.®

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