



Build better skills for better performance.®

SW CT Tech Hub Quarterly Meeting

June 20, 2025

The Business-Higher Education Forum is a national network connecting **pioneering corporate and higher education leaders** to identify emerging skills and co-develop pathways that address talent gaps.

We empower and catalyze collaborations that deliver accelerated, inclusive, and effective solutions across education and work.

Business and university leaders join the Forum to **lead innovation** that meets the changing talent needs of learners, workers, and businesses.

SOLUTIONS LAB: CUSTOMIZED SUPPORT; DECADES OF EXPERIENCE

Build and Scale Regional and Cross-Sector Workforce Initiatives

We lead successful regional initiatives that build consensus around skill gaps; activate and convene regional ecosystem leaders (business, government, education); and build sustained pathways to priority jobs and economic development.

Rapidly Develop Workforce-aligned Pathways

The Forum has a track record of identifying, resourcing, and supporting creation of new, industry-aligned programs (e.g., cybersecurity, data science) that drive enrollment and create diverse talent pathways.

Capacity-building for Innovation in Higher Education

We work directly with institutions to build and implement the strategy, process, and capacity needed to be a partner of choice for business, grow enrollment, and achieve better student career outcomes.

Ideate, Pilot, Implement, and Scale New Models

Working across our network, we develop and implement experiential and work-based learning solutions, support skills-based approaches and the use of technologies that can scale impact.

Conduct Market Research that Shapes the Field

Our team partners with foundations and market leaders to undertake research, create a compelling call to action, and design solutions for systemic change.

AI disruption will widen and accelerate skill gaps, demanding faster action from business and higher education to prioritize upskilling, reskilling, and curriculum updates.

Workers can expect, on average, that two-fifths (39%) of their existing skill sets will be transformed or become outdated over the 2025-2030 period.

The Future of Jobs Report 2025, World Economic Forum

By 2030, 70% of the skills used in most jobs will change, with AI emerging as a catalyst.

Work Change Report, LinkedIn

AI disruption is and will impact all jobs, but Lightcast data shows tech occupations are facing the highest, and growing, levels of AI disruption.

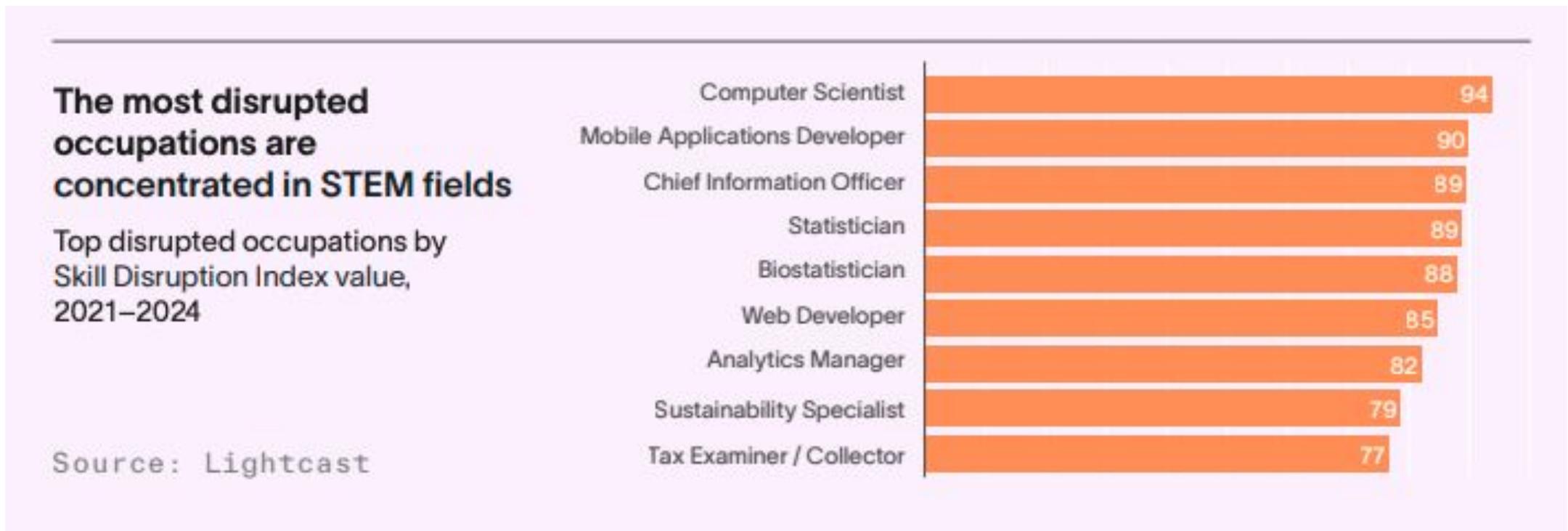
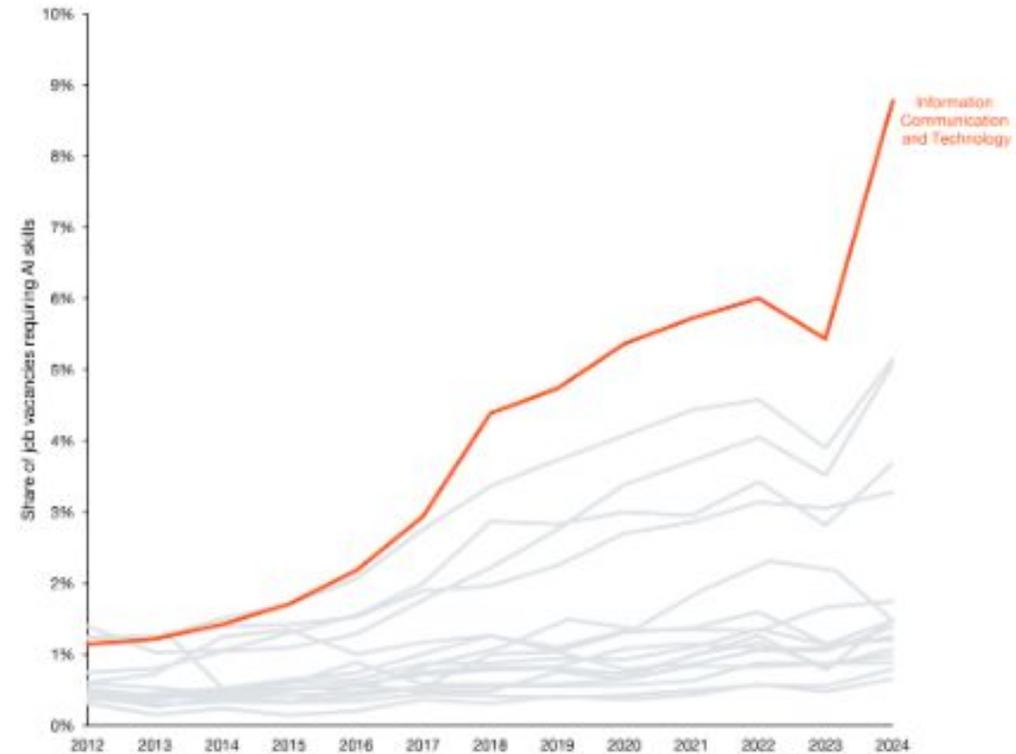


Figure 2: The ICT industry continues to have the highest proportion of jobs demanding AI skills (2012–2024)

Share of job vacancies that require AI skills in the Information, Communication and Technology sector over time, 2012 to 2024, selected countries*



Sources: PwC analysis of Lightcast data

Despite stalled tech hiring, demand for AI skilled talent in technology roles remains highest, indicating that disruption doesn't mean disappearance.

It's not all bleak! Workers with AI skills are benefiting from a wage premium, with tech jobs leading the way.

56%

Average wage premium for AI skills comparing workers in the same job with and without AI skills. Up 25% from last year.

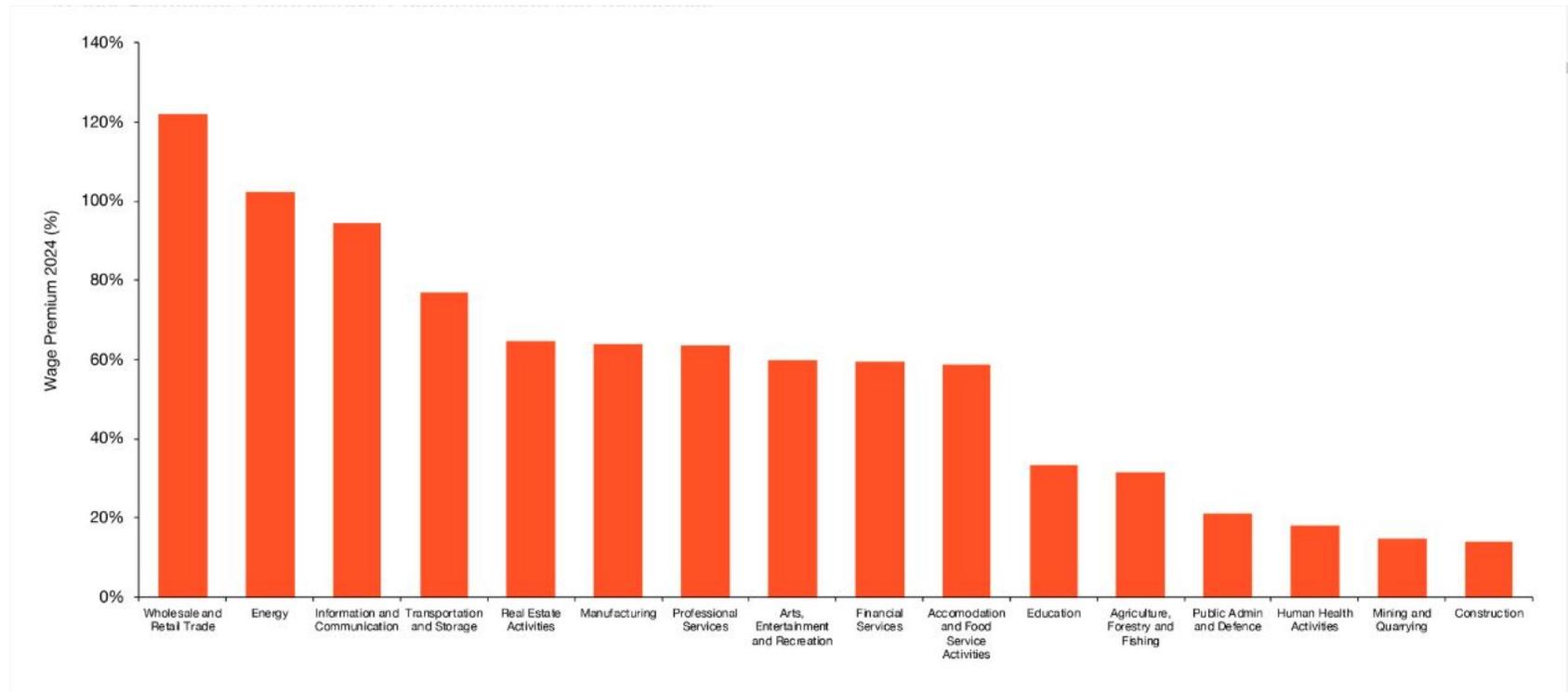


95%

Wage premium for technology professionals.

Figure 5: ICT workers with AI skills commanded a significant wage premium in 2024

Average wage premium for jobs if they are listed with 'AI skills', 2024, by sector



Connecticut posted over 8,000 AI-related job openings, equaling 1.64% of the state's total job postings in 2024.

Top Entry-Level Job Titles that Request AI Skills in CT

- Data Scientist
- Software Developer / Engineer
- Artificial Intelligence Engineer
- Data Mining Analyst
- Data Engineer
- Business Management Analyst
- Web Designer
- Curriculum Designer
- Marketing Specialist

Number of AI job postings in the United States by state, 2024

Source: Lightcast, 2024 | Chart: 2025 AI Index report

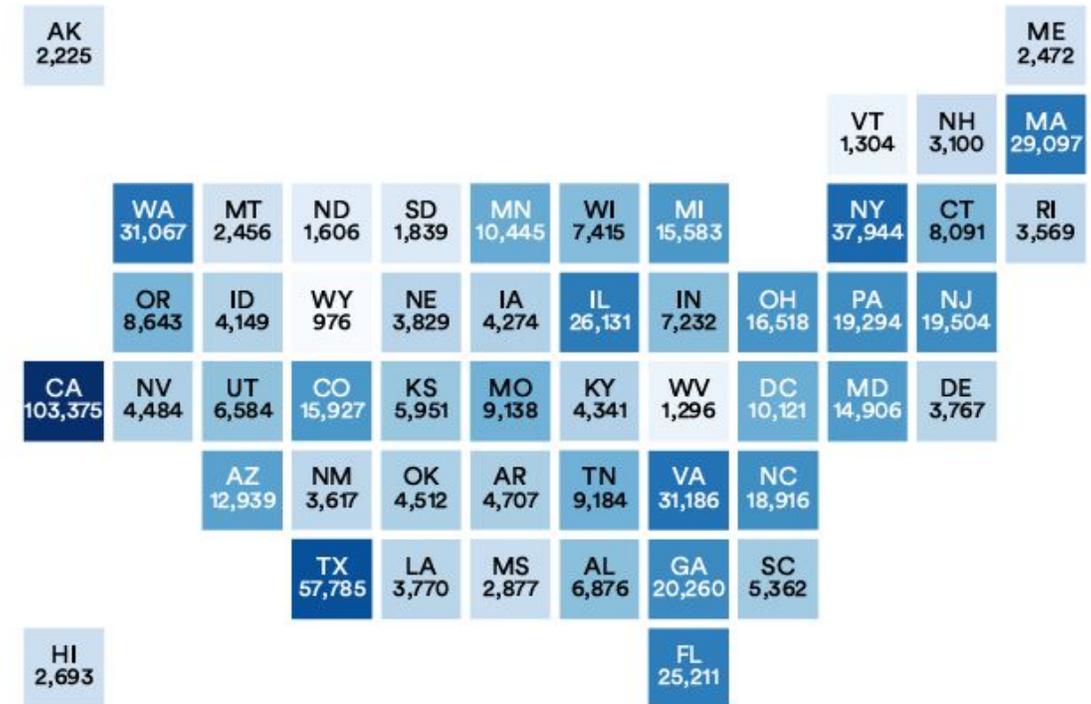


Figure 4.2.8



Connecticut State-Wide Technology Talent Demand

Connecticut saw a slight decline in entry-level tech job postings over the past year, with most opportunities still outside the tech industry.

May 2023 – May 2024



May 2024 – May 2025

6,286

Entry – Level Job Postings for **Technology Occupations** for **any Industry** (May 23-24) in CT

69%

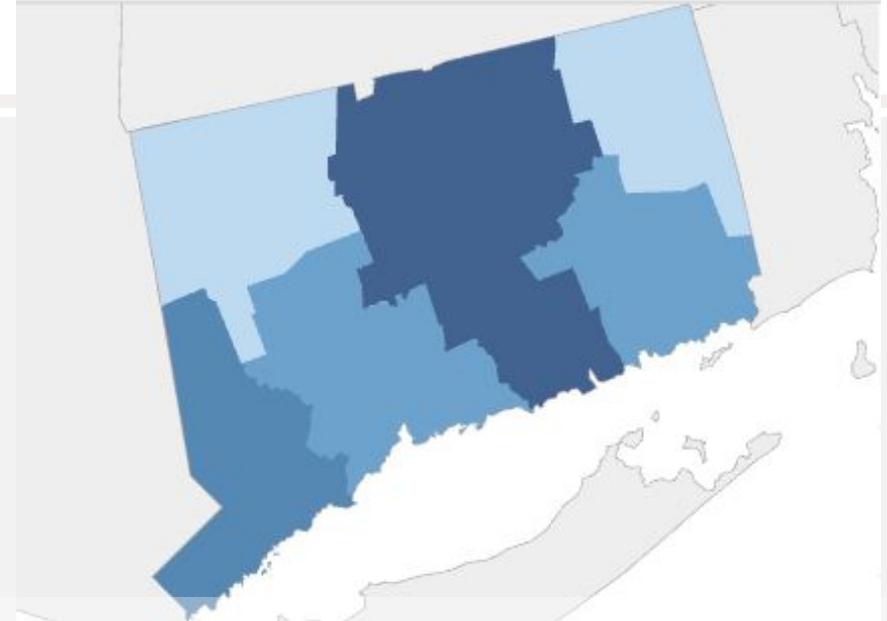
Of Entry-Level Technology Job Postings in CT are **outside of Technology Industry.**

5,774

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

70%

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



Hartford-West Hartford-East Hartford

3,292 Job Postings

Bridgeport-Stamford-Danbury

1,373 Job Postings

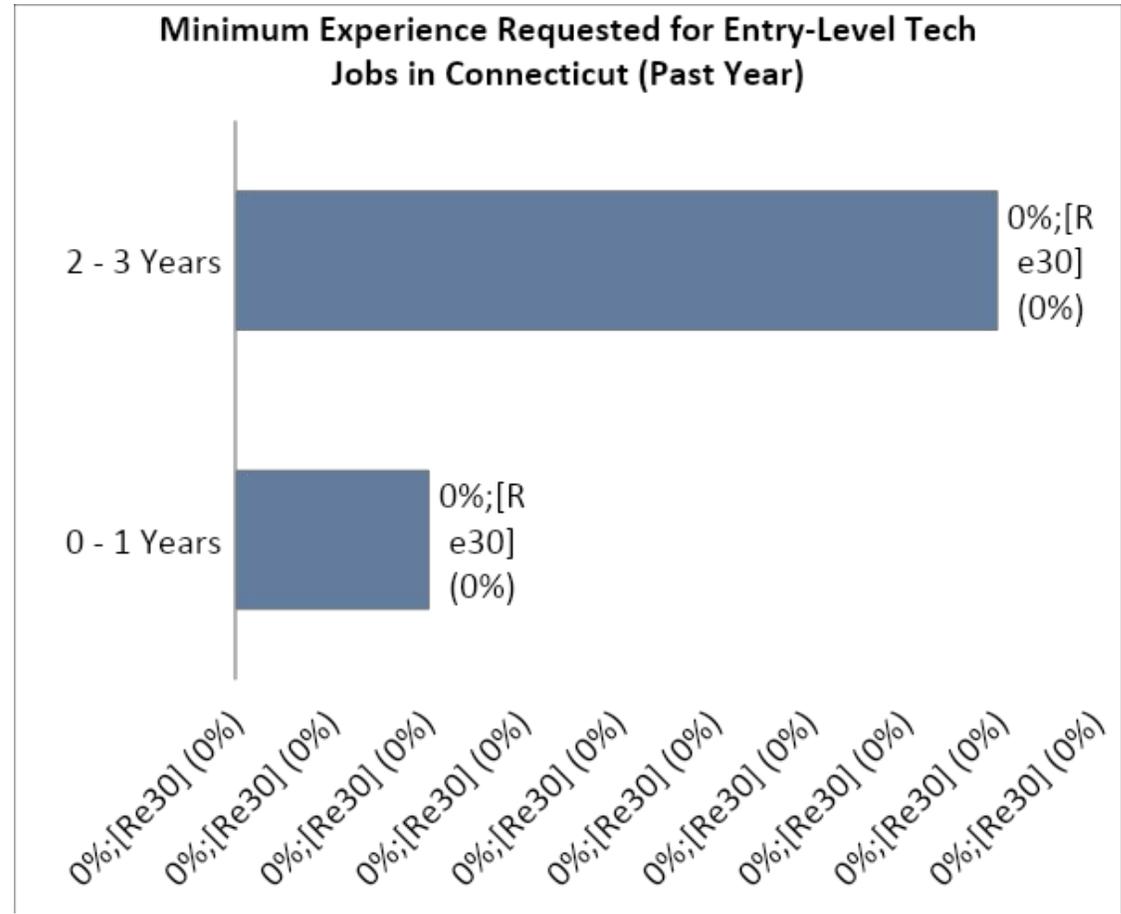
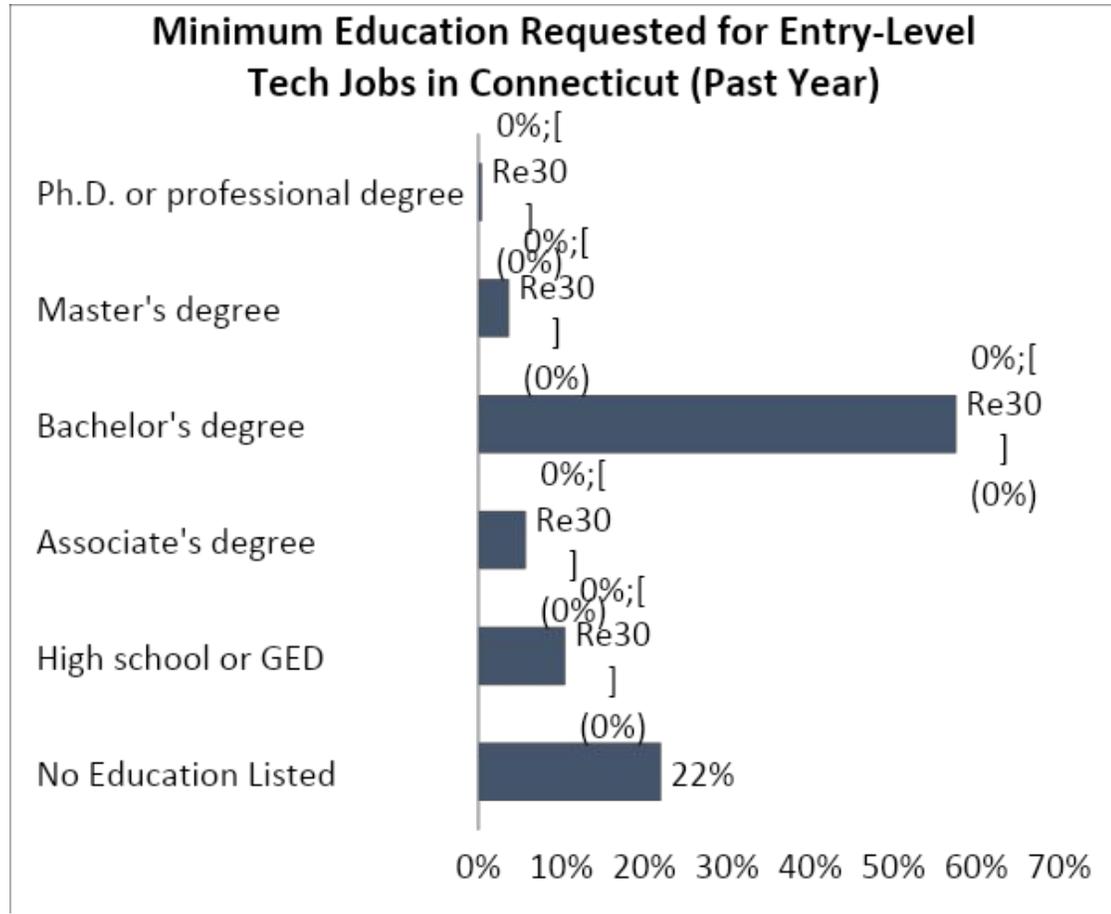
New Haven

379 Job Postings

*Source: Lightcast

*The darker the shading indicates a denser number of job of job postings

Education and experience requirements for Connecticut's entry-level tech jobs remain steady: most postings request a bachelor's degree and 2–3 years of experience.



*Source: Lightcast

Connecticut's entry-level tech hiring is steady across industries (from last year), but Administrative and Waste Management services are ramping up demand.

Connecticut Technology Job Postings by Industry (Entry - Level)



30% of Technology Job Postings are in Tech Industries

Top entry-level tech occupations remain steady, with Software Developers and Computer Support Specialists accounting for 31% of Connecticut's postings

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

Software Developer/Engineer

935

Job Postings (Past 12 Months)

Computer Systems Engineer

277

Job Postings (Past 12 Months)

Cyber/Information Security Analyst

243

Job Postings (Past 12 Months)

Computer Support Specialist

872

Job Postings (Past 12 Months)

Technology Consultant

267

Job Postings (Past 12 Months)

Business Intelligence Analyst

231

Job Postings (Past 12 Months)

Data / Data Mining Analyst

282

Job Postings (Past 12 Months)

System Analyst

262

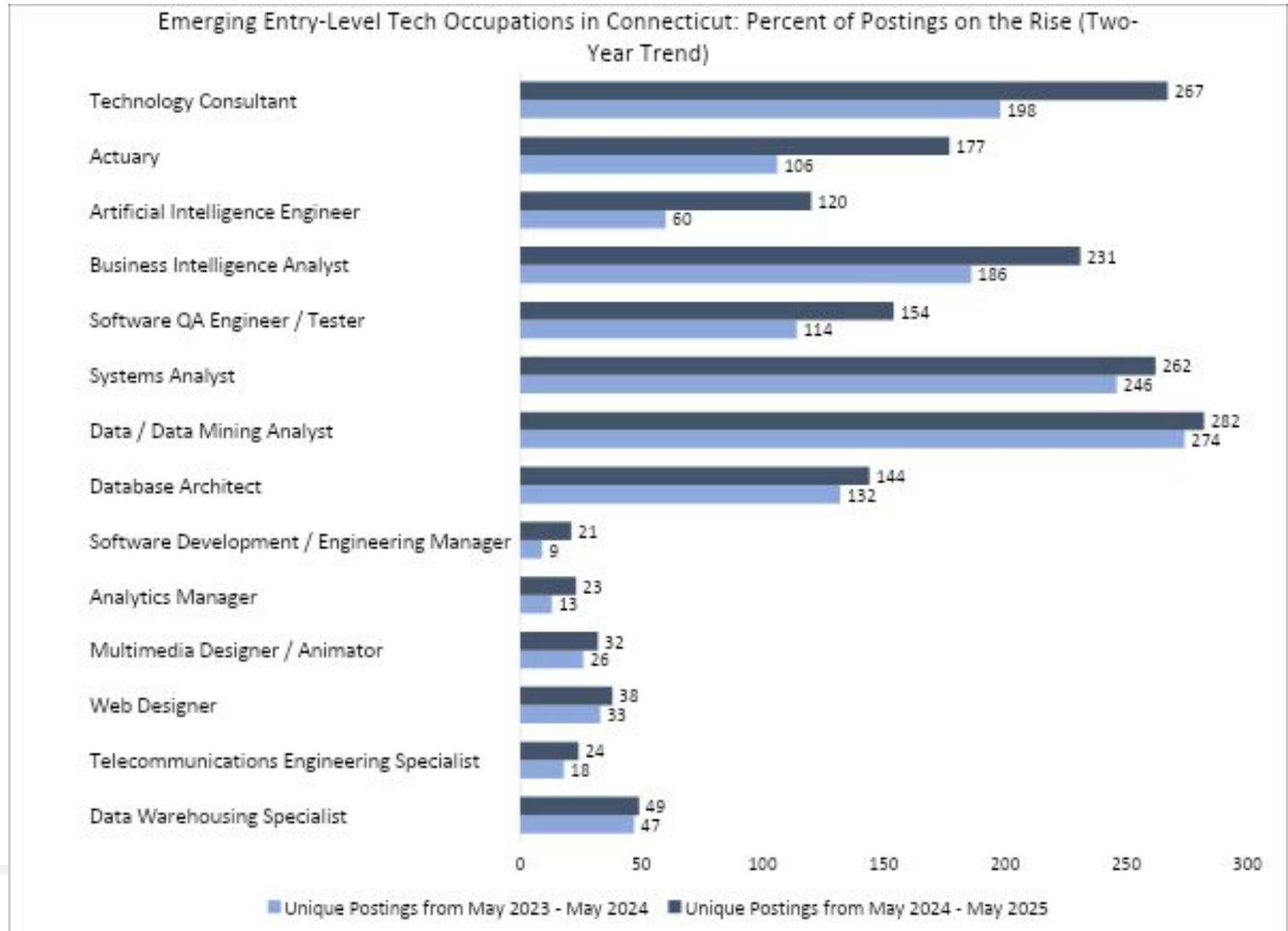
Job Postings (Past 12 Months)

Network Engineer / Architect

203

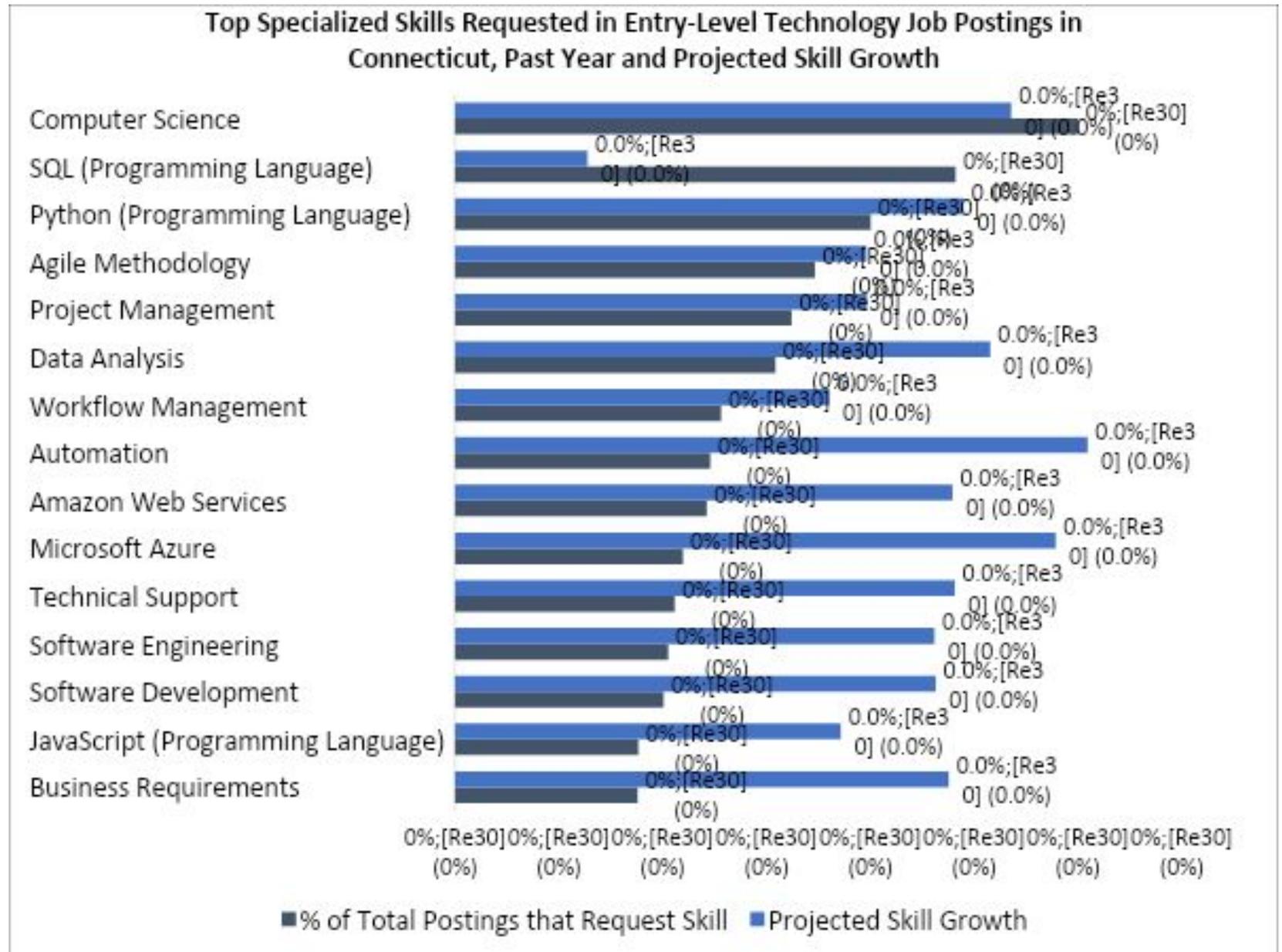
Job Postings (Past 12 Months)

Despite a slight decline in overall entry-level tech job postings, demand is rising for emerging roles like AI Engineer, Technology Consultant, and Data Analyst in Connecticut.



*Source: Lightcast

Most in-demand skills for Connecticut's entry-level tech jobs are projected to grow, especially AI-related skills like automation, Microsoft Azure, programming languages, and data analysis.



*Source: Lightcast

The background of the slide features a complex, repeating pattern of overlapping circles in a light gray color. These circles are arranged in a grid-like fashion, creating a series of lens-shaped intersections that cover the entire page.

Southwest Connecticut State-Wide Technology Talent Demand

In Southwest Connecticut, entry-level tech job demand has dipped only slightly, with a more even split between tech and non-tech companies, unlike the statewide pattern.

May 2023 – May 2024

1,287

Entry – Level Job Postings for **Technology Occupations** for **any Industry** (May 23-24) in SW CT

59%

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



May 2024 – May 2025

1,246

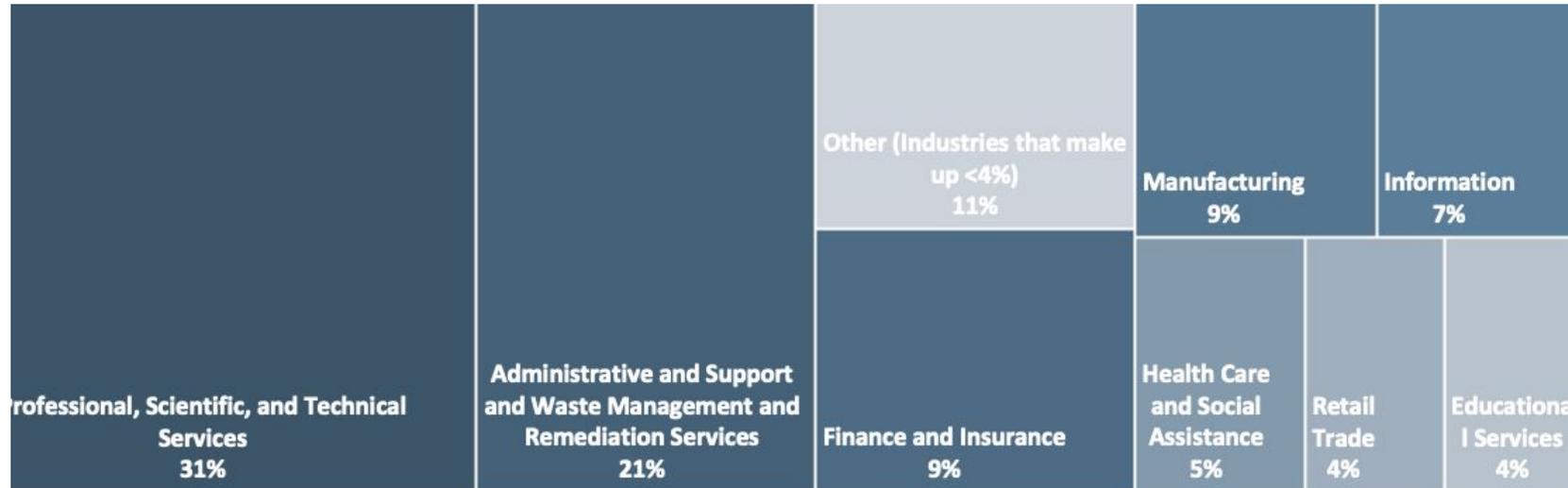
Entry – Level Job Postings for **Technology Occupations** for **any Industry** (Past 12 Months) in SW CT

62%

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

Hiring for entry-level tech roles in Southwest Connecticut has shifted from Information firms toward Professional Services, with a notable rise in postings from Administrative Support and Waste Management (often temp and staffing agencies).

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



38% of Technology Job Postings are in Tech Industries

Top entry-level tech occupations are steady year over year, with Computer Support Specialists and Software Developers accounting for 30% of postings.

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

Computer Support Specialists

220

Job Postings (Past 12 Months)

Business Intelligence Analyst

71

Job Postings (Past 12 Months)

Computer Systems Engineer

54

Job Postings (Past 12 Months)

Software Developer / Engineer

156

Job Postings (Past 12 Months)

Data Mining Analyst

71

Job Postings (Past 12 Months)

Cyber / Information Security

46

Job Postings (Past 12 Months)

Technology Consultant

81

Job Postings (Past 12 Months)

System Analyst

66

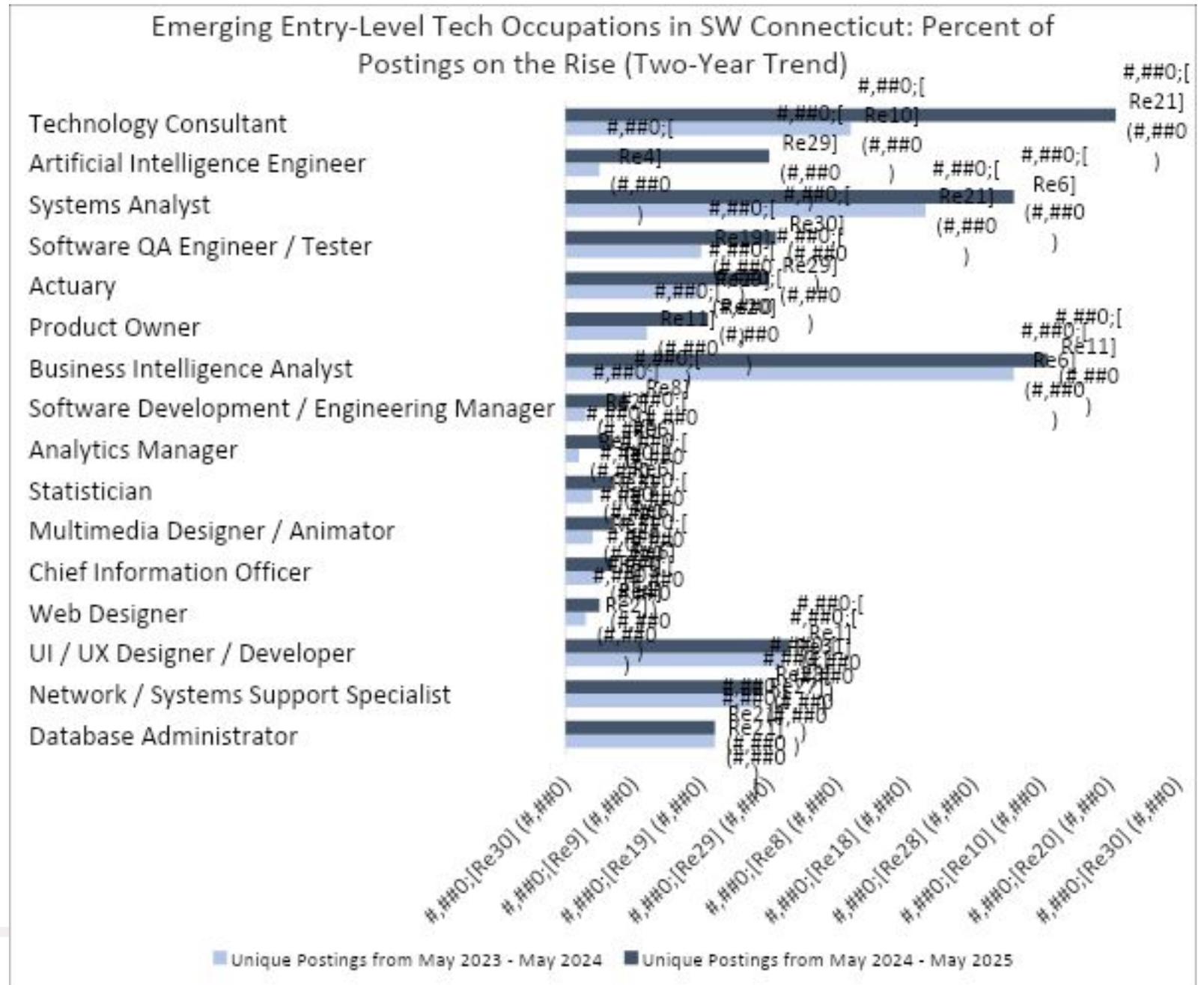
Job Postings (Past 12 Months)

Network Systems Administrator

39

Job Postings (Past 12 Months)

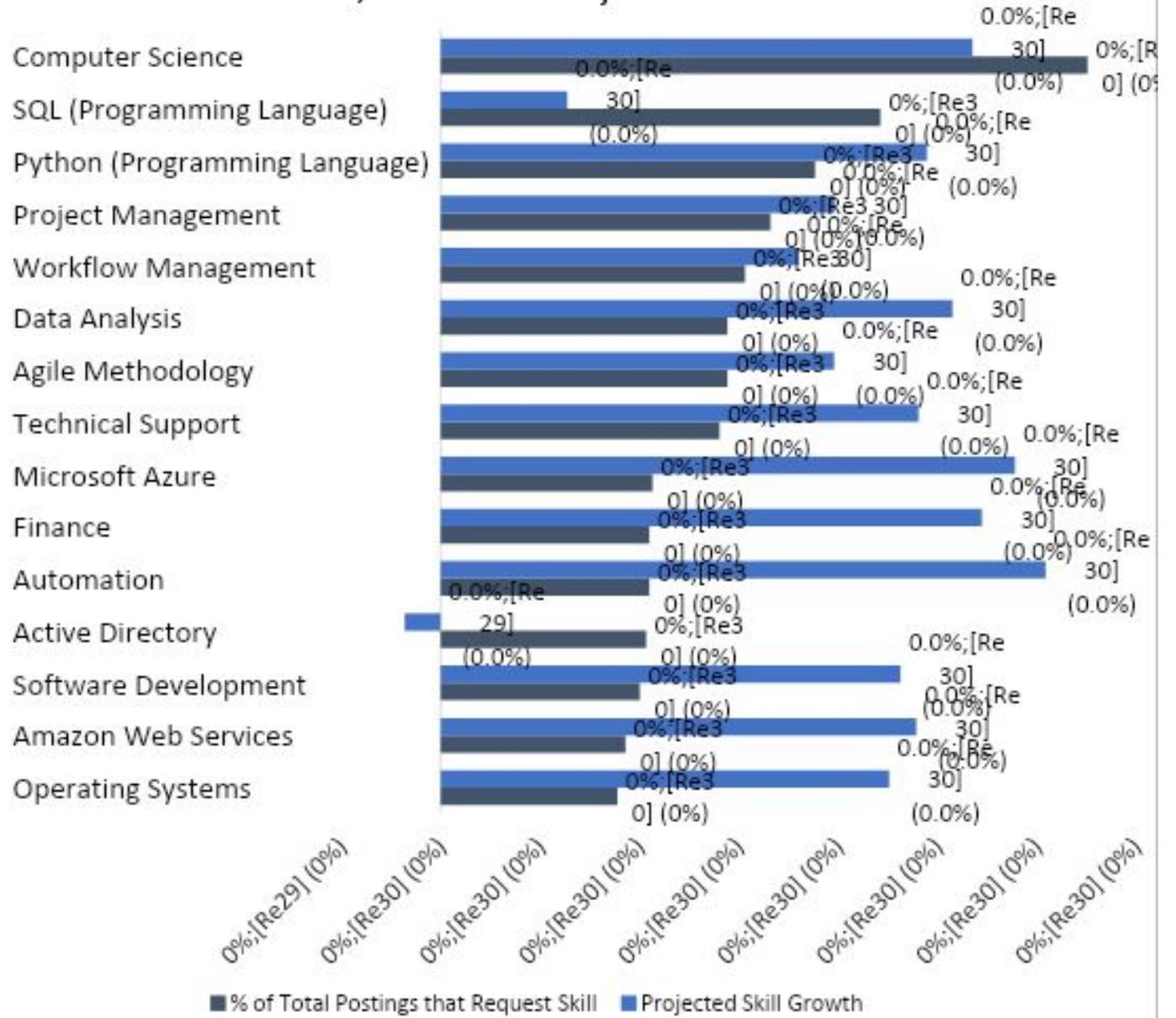
Despite a consistent number of overall entry-level tech job postings in SW CT, demand is rising for emerging roles like AI Engineer and Technology Consultant.



*Source: Lightcast

Most in-demand skills for SW Connecticut's entry-level tech jobs are projected to grow, especially AI-related skills like automation and programming languages, as well as project management.

Top Specialized Skills Requested in Entry-Level Technology Job Postings in SW Connecticut, Past Year and Projected Skill Growth



*Source: Lightcast



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