

# European Tech Hiring Trends 2023

Tech Workforce Hiring Trends and Analysis

Belgium | Czech Republic | France | Germany | Italy | Ireland | Netherlands | Poland | Portugal | Romania | Spain

# ABOUT

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## ABOUT COMPTIA

The Computing Technology Industry Association (CompTIA) is the world's leading information technology (IT) certification and training body. CompTIA is a mission-driven organization committed to unlocking the potential of every student, career changer or professional seeking to begin or advance in a technology career. Each year CompTIA, directly and through its global network of partners, provides millions of learners the tools and confidence to succeed.

CompTIA's base of certified information technology professionals spans 232 countries worldwide.

CompTIA sets the standard for preparing entry-level candidates through expert-level professionals to succeed at all stages of their career in technology. Through CompTIA's philanthropic arm, CompTIA Spark develops innovative on-ramps and career pathways to expand opportunities to populations that traditionally have been under-represented in the information technology workforce.

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## ABOUT COMPTIA'S EUROPEAN TECH HIRING TRENDS

CompTIA's European Tech Hiring Trends provides an in-depth look at hiring trends across 11 markets. The report is designed as a resource for employers, job candidates, workforce and economic developers, policy-makers, media outlets and more. CompTIA developed the report from analysis of employer job posting data aggregated by Lightcast. See Methodology page for more details. The Q1 2023 report release covers Q4 2022 and some prior period data series.

Belgium	Netherlands
Czech Republic	Poland
France	Portugal
Germany	Romania
Ireland	Spain
Italy	

Location data maps to the European Union's regional taxonomy. The Nomenclature of territorial units for statistics, abbreviated NUTS (from the French version Nomenclature des Unités territoriales statistiques) is a geographical nomenclature subdividing the economic territory of the European Union (EU) into regions at three different levels (NUTS 1, 2 and 3 respectively, moving from larger to smaller territorial units). Above NUTS 1, there is the 'national' level of the Member States. Most other formatting and labeling in this report aligns to Eurostat standards. See the European Union's [Eurostat](#) for more detail.

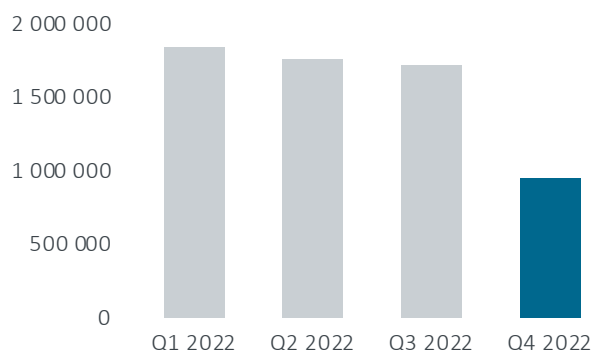
To make the data most accessible to readers, CompTIA lists the major city or metro area within the region first; and in some cases the accompanying surrounding region in parenthesis. The data is not always fully representative of the city or metro area, but generally, cities and metro areas have the highest concentration of workers in a region and therefore can reasonably serve as a proxy for the location's hiring trends.

Job posting data is a good, but imperfect measure of employer hiring activity. There is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy. For example, a large employer with multiple office locations may deploy job advertisements in various metropolitan areas to target job candidates; data deduplication processes may not perfectly resolve this type of multi-location job postings.

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# REGIONAL SUMMARY

## EMPLOYER JOB POSTINGS FOR TECH HIRING



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup> | Significantly lower posting volumes in Germany and Poland account for the largest share of the Q4 aggregate decrease

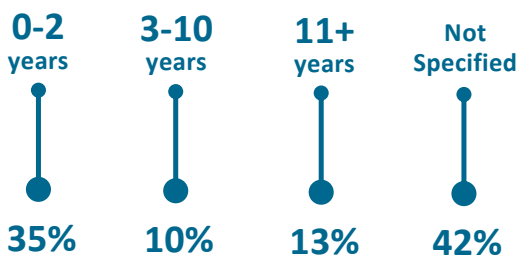
## COUNTRY SUMMARY OF TECH JOB POSTINGS

	Q4 2022		Q4 2022
Belgium	44 816	Italy	41 599
Czech Republic	16 769	Netherlands	48 972
France	217 480	Poland	60 532
Germany	411 743	Portugal	18 536
Ireland	20 324	Romania	19 155
		Spain	50 075

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	353 293
Systems Analysts and Cybersecurity <sup>2</sup>	284 215
IT Support Specialists and Technicians	113 427
Network and Systems Admin. and Technicians	113 394

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Information and Communication
2. Professional, Scientific and Technical Services
3. Manufacturing
4. Administrative and Support Services
5. Financial and Insurance
6. Public Administration and Defence
7. Accommodation and Food Service

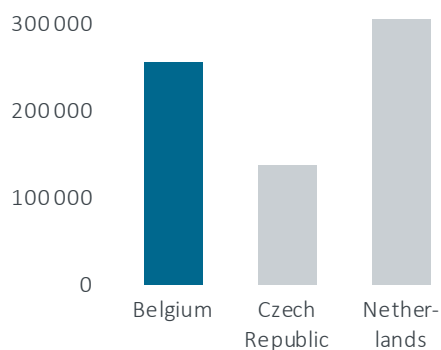
<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.



# BELGIUM

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Brussels (Brussel-Hoofdstad)	5 865
Antwerp (Antwerpen)	4 654
Charleroi (Charleroi)	4 476
Gent (Gent)	3 647
Ypres (Ypres)	2 293

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	18 721
Systems Analysts and Cybersecurity <sup>2</sup>	11 996
IT Support Specialists and Technicians	6 682
Network and Systems Admin. and Technicians	2 616

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Professional, Scientific and Technical Services
2. Information and Communication
3. Administrative and Support Services
4. Manufacturing
5. Financial and Insurance
6. Education
7. Construction

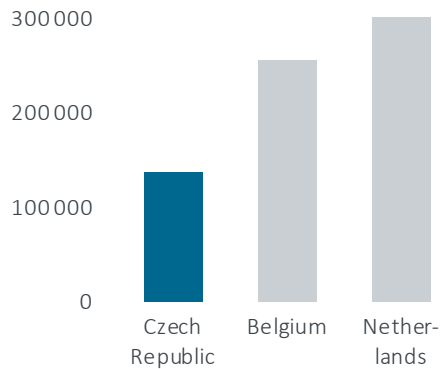
<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.



# CZECH REPUBLIC

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Prague (Hlavní město Praha)	5 939
Brno (Jihomoravský)	2 736
Ostrava (Moravskoslezský)	1 009
Prague (Středočeský kraj)	745
Olomouc (Olomoucký kraj)	650

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	6 647
Systems Analysts and Cybersecurity <sup>2</sup>	3 632
Network and Systems Admin. and Technicians	2 096
IT Support Specialists and Technicians	1 960

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

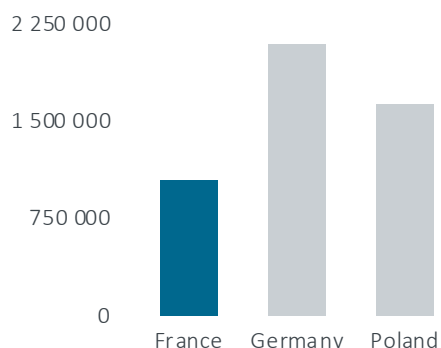
1. Manufacturing
2. Information and Communication
3. Financial and Insurance
4. Professional, Scientific and Technical Services
5. Administrative and Support Services
6. Other Service Activities
7. Construction

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.

# FRANCE

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



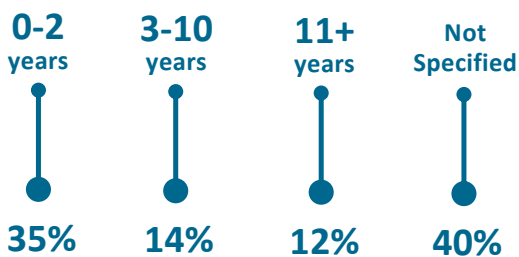
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Paris (Paris)	19 720
Lyon (Rhône)	12 766
Nanterre (Hauts-de-Seine)	9 822
Nantes (Loire-Atlantique)	7 946
Toulouse (Haute-Garonne)	7 774

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	72 653
Systems Analysts and Cybersecurity <sup>2</sup>	68 938
IT Support Specialists and Technicians	30 630
Network and Systems Admin. and Technicians	23 325

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

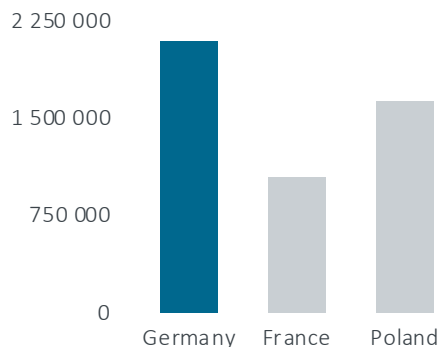
1. Administrative and Support Services
2. Information and Communication
3. Professional, Scientific and Technical Services
4. Financial and Insurance
5. Accommodation and Food Service
6. Manufacturing
7. Public Administration and Defence

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.

# GERMANY

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



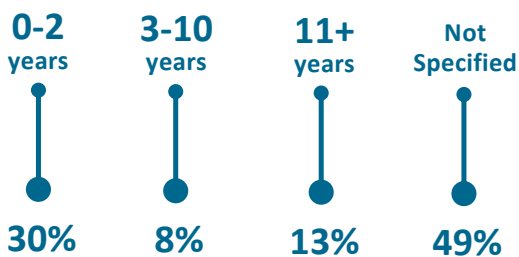
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Berlin (Berlin)	27 584
Munich (München, Kreisfreie Stadt)	22 231
Hamburg (Hamburg)	21 294
Stuttgart (Stuttgart, Stadtkreis)	14 436
Cologne (Köln, Kreisfreie Stadt)	9 914

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	142 956
Systems Analysts and Cybersecurity <sup>2</sup>	133 619
Network and Systems Admin. and Technicians	64 344
IT Support Specialists and Technicians	49 744

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Professional, Scientific and Technical Services
2. Information and Communication
3. Manufacturing
4. Administrative and Support Services
5. Public Administration and Defence
6. Wholesale and Retail Trade
7. Other Service Activities

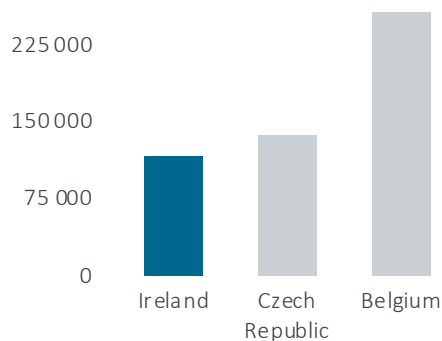
<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

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# IRELAND

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



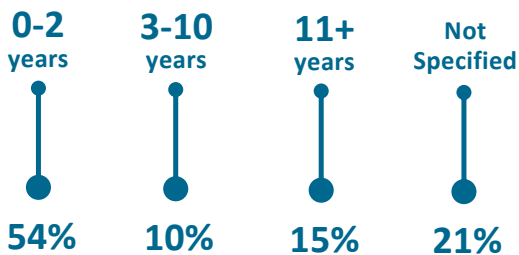
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Dublin (Dublin)	11 420
Galway (West)	280
Cork (South-West)	236
Athlone (Midland)	133
Limerick (Mid-West)	106

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	8 276
Systems Analysts and Cybersecurity <sup>2</sup>	5 049
IT Support Specialists and Technicians	2 365
Network and Systems Admin. and Technicians	1 457

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

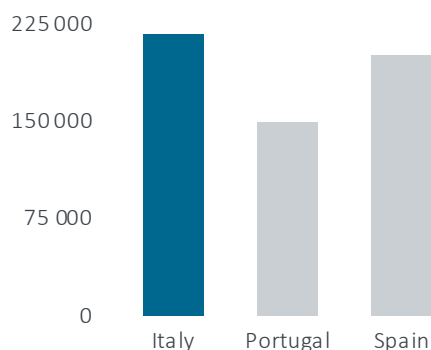
1. Information and Communication
2. Professional, Scientific and Technical Services
3. Administrative and Support Services
4. Financial and Insurance
5. Manufacturing
6. Human Health and Social Work
7. Other Service Activities

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.

# ITALY

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Milan (Milano)	10 080
Rome (Roma)	4 380
Turin (Torino)	2 144
Bologna (Bologna)	1 774
Naples (Napoli)	1 011

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Systems Analysts and Cybersecurity <sup>2</sup>	15 352
Software Developers, Programmers and Web	12 872
IT Support Specialists and Technicians	4 670
Network and Systems Admin. and Technicians	3 939

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

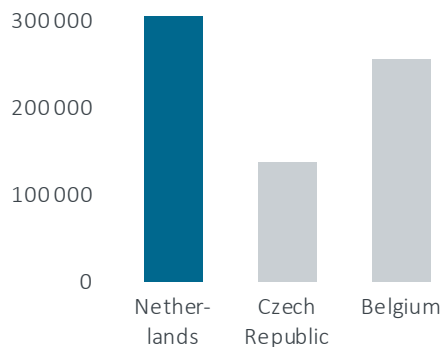
1. Professional, Scientific and Technical Services
2. Information and Communication
3. Administrative and Support Services
4. Manufacturing
5. Other Service Activities
6. Financial and Insurance
7. Wholesale and Retail Trade

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.

# NETHERLANDS

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



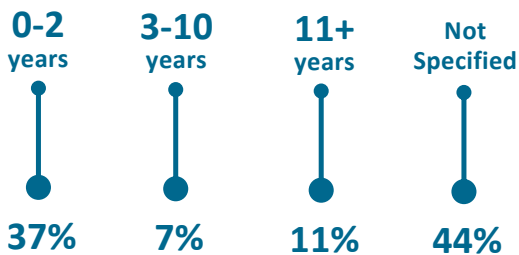
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Amsterdam (Groot-Amsterdam)	7 454
Utrecht (Utrecht)	6 668
Hertogenbosch (Noord- Brabant)	3 009
Rotterdam (Groot-Rijnmond)	2 910
The Hague (Agglomeratie's-Gravenhage)	2 498

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	20 201
Systems Analysts and Cybersecurity <sup>2</sup>	10 471
IT Support Specialists and Technicians	6 792
Network and Systems Admin. and Technicians	6 091

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Professional, Scientific and Technical Services
2. Information and Communication
3. Administrative and Support Services
4. Manufacturing
5. Education
6. Transportation and Storage
7. Construction

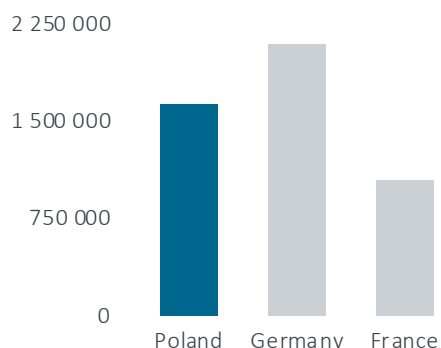
<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.



# POLAND

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



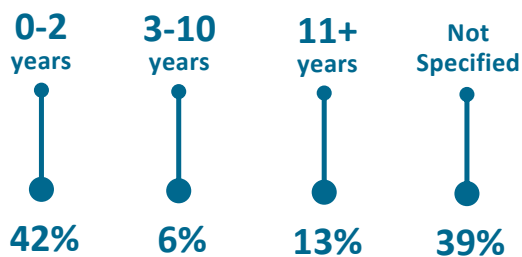
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Warsaw (Miasto Warszawa)	9 530
Krakow (Miasto Kraków)	4 216
Wroclaw (Miasto Wrocław)	3 712
Katowice (Katowicki)	3 421
Gdansk (Trójmiejski)	3 072

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	32 921
Systems Analysts and Cybersecurity <sup>2</sup>	12 269
Network and Systems Admin. and Technicians	3 839
IT Support Specialists and Technicians	2 284

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

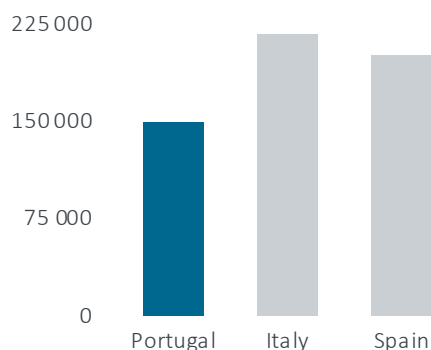
1. Information and Communication
2. Administrative and Support Services
3. Professional, Scientific and Technical Services
4. Manufacturing
5. Financial and Insurance
6. Human Health and Social Work
7. Other Service Activities

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

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# PORTUGAL

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Lisbon (Metropolitana de Lisboa)	9 134
Porto (Metropolitana do Porto)	3 998
Leiria (Região de Leiria)	840
Guarda (Beiras e Serra da Estrela)	590
Tomar (Médio Tejo)	291

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	7 843
Systems Analysts and Cybersecurity <sup>2</sup>	4 303
IT Support Specialists and Technicians	2 927
Network and Systems Admin. and Technicians	1 133

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

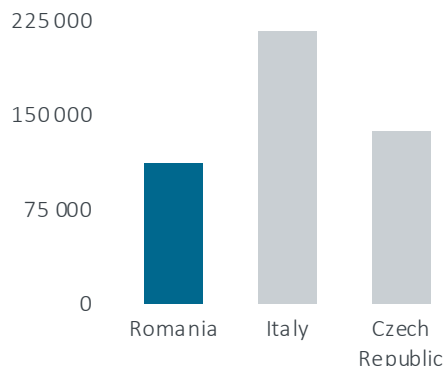
1. Information and Communication
2. Professional, Scientific and Technical Services
3. Administrative and Support Services
4. Manufacturing
5. Financial and Insurance
6. Other Service Activities
7. Wholesale and Retail Trade

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

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# ROMANIA

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



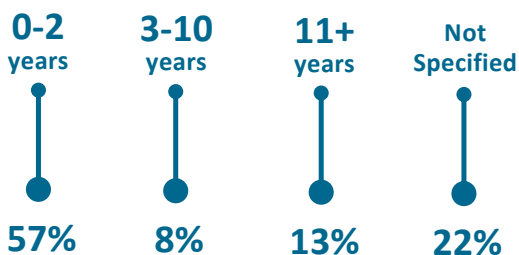
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Bucharest (București)	4 010
Cluj-Napoca (Cluj)	2 884
Alba Iulia (Alba)	1 666
Iași (Iași)	1 293
Timișoara (Timiș)	1 219

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	10 418
Systems Analysts and Cybersecurity <sup>2</sup>	3 692
Network and Systems Admin. and Technicians	1 142
IT Support Specialists and Technicians	1 123

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Information and Communication
2. Professional, Scientific and Technical Services
3. Administrative and Support Services
4. Financial and Insurance
5. Manufacturing
6. Human Health and Social Work
7. Wholesale and Retail Trade

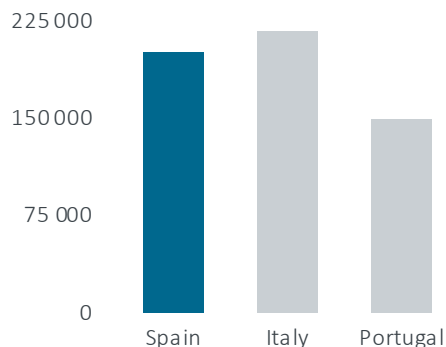
<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.



# SPAIN

## EMPLOYER JOB POSTINGS FOR TECH HIRING 2022



Source: CompTIA analysis of Lightcast job posting data<sup>1</sup>



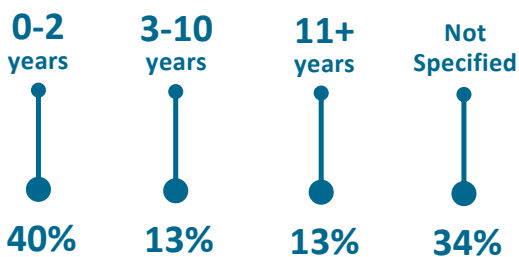
## LEADING METRO AREAS (REGIONS) FOR TECH HIRING

	Q4 2022
Madrid (Madrid)	18 051
Barcelona (Barcelona)	11 501
Málaga (Málaga)	1 161
Seville (Sevilla)	1 005
Bilbao (Bizkaia)	867

## LEADING JOB ROLE CATEGORIES IN DEMAND

	Q4 2022
Software Developers, Programmers and Web	19 785
Systems Analysts and Cybersecurity <sup>2</sup>	14 894
IT Support Specialists and Technicians	4 250
Network and Systems Admin. and Technicians	3 412

## TECH HIRING BY REQUESTED YEARS OF EXPERIENCE



## LEADING INDUSTRY SECTORS FOR TECH HIRING

1. Information and Communication
2. Professional, Scientific and Technical Services
3. Administrative and Support Services
4. Manufacturing
5. Financial and Insurance
6. Other Service Activities
7. Electricity, gas, steam and air conditioning supply

<sup>1</sup>As noted in the methodology there is a duplication factor in the job posting data due to some employers utilizing a multi-location or multi-faceted hiring strategy | See Methodology for how regions and metropolitan areas are defined.

<sup>2</sup>In this data set, cybersecurity does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with Systems Analysts.

# APPENDIX

# APPENDIX I

ID	Occupation Category	Job Postings
1330	IT Managers and CIOs	52 286
2153	Telecommunications Engineers	2 271
2511	Systems Analysts and Cybersecurity	284 215
2512	Software Developers	261 568
2513	Web and Multimedia Developers	51 857
2514	Applications Programmers	20 084
2519	Software and Applications Developers Other	14 867
2521	Database Designers and Administrators	7 147
2522	Systems Administrators	78 020
2523	Network Administrators and Engineers	14 277
2529	Database and Network Professionals Other	23 968
3511	IT Operations Technicians	8 819
3512	IT Support Specialists and Technicians	56 428
3513	Network and Systems Technicians	21 097
3514	Web Technicians	4 917
3521	A/V technicians	12 711
7422	IT Installers and Servicers	35 469
Q4 2022 TOTAL		950 001

Country	Tech Job Postings
Belgium	256 337
Czech Republic	137 302
France	1 047 224
Germany	2 095 043
Ireland	116 936
Italy	217 500
Netherlands	305 772
Poland	1 632 780
Portugal	149 380
Romania	112 056
Spain	201 056
2022 TOTAL	6 271 527



## APPENDIX II

ID	Occupation Category	Belgium	Czech Republic	France	Germany	Ireland	Italy
1330	IT Managers and CIOs	2 144	1 930	18 011	13 191	1 242	1 751
2153	Telecommunications Engineers	186	49	420	248	48	803
2511	Systems Analysts and Cybersecurity	11 996	3 632	68 938	133 619	5 049	15 352
2512	Software Developers	12 831	4 510	55 701	108 710	6 804	9 333
2513	Web and Multimedia Developers	3 952	773	9 653	14 665	980	1 789
2514	Applications Programmers	1 178	688	2 550	10 528	223	992
2519	Software and Applications Developers Other	664	545	2 516	7 345	254	356
2521	Database Designers and Administrators	553	147	1 842	2 016	172	144
2522	Systems Administrators	1 637	1 499	16 419	46 829	710	1 981
2523	Network Administrators and Engineers	440	55	3 905	4 312	244	1 069
2529	Database and Network Professionals Other	1 918	308	1 661	5 625	1 715	2 068
3511	IT Operations Technicians	716	228	5 502	257	442	699
3512	IT Support Specialists and Technicians	3 895	1 230	16 027	17 081	1 657	3 215
3513	Network and Systems Technicians	539	542	3 001	13 203	503	889
3514	Web Technicians	96	131	2 233	1 708	15	402
3521	A/V technicians	1 478	119	8 249	723	172	192
7422	IT Installers and Servicers	593	383	852	31 683	94	564
Q4 2022 TOTAL		44 816	16 769	217 480	411 743	2 0324	41 599

ID	Occupation Category	Netherlands	Poland	Portugal	Romania	Spain
1330	IT Managers and CIOs	2 253	4 946	928	1 419	4 471
2153	Telecommunications Engineers	137	124	38	49	169
2511	Systems Analysts and Cybersecurity	10 471	12 269	4 303	3 692	14 894
2512	Software Developers	11 589	22 465	5 336	7 964	16 325
2513	Web and Multimedia Developers	6 261	8 540	1 643	1 462	2 139
2514	Applications Programmers	1 348	671	453	634	819
2519	Software and Applications Developers Other	878	1 109	388	343	469
2521	Database Designers and Administrators	467	1 167	109	133	397
2522	Systems Administrators	2 664	2 933	696	591	2 061
2523	Network Administrators and Engineers	3 106	428	180	135	403
2529	Database and Network Professionals Other	2 560	2 982	1 255	1 179	2 697
3511	IT Operations Technicians	354	142	165	171	143
3512	IT Support Specialists and Technicians	4 732	1 722	2 531	683	3 655
3513	Network and Systems Technicians	321	478	257	416	948
3514	Web Technicians	125	136	23	15	33
3521	A/V technicians	1 090	89	154	157	288
7422	IT Installers and Servicers	616	331	77	112	164
Q4 2022 TOTAL		48 972	60 532	18 536	19 155	50 075

# METHODOLOGY

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## METHODOLOGY

This report was developed by CompTIA using employer job posting data aggregated by Lightcast (<https://laborinsight.lightcast.io>).

Lightcast aggregates employer job posting data across a range of sources to produce the best possible depiction of hiring activity. As with any data source, however, there are limitations. Employer job posting data is a useful, but an imperfect proxy for job demand. Not every posting translates to a new job; hiring employers may change their plans, post multiple times for the same job, hire internally, try different approaches to find the right candidate and so forth. For example, a large employer with multiple office locations may deploy job advertisements in various metropolitan areas to target job candidates; data deduplication processes may not perfectly resolve this type of multi-location job postings. Also, one ad may be posted for multiple openings. Lightcast data methodologies address many of these potential issues, but there will inevitably be some margin of error.

Additionally, within a time period, there may be situations where a worker is hired, the person is not the right fit and is let go, and a firm starts the process over again. In the aggregate there is a single position, but using job posting data, it may appear there are 2 positions.

CompTIA recommends using job posting data in conjunction with government labour market statistics and other data sources where available to get a more complete picture of workforce dynamics for a given occupation category.

Occupation categories are standardised for consistency and to enable comparisons across markets. The tradeoff is slightly less granularity, especially in certain newer job roles. For example, this data set does not have dedicated categories for cybersecurity, cloud, data scientist, or artificial intelligence. Rather, these positions are combined under broader occupation categories.

Location data maps to the European Union's regional taxonomy. The Nomenclature of territorial units for statistics, abbreviated NUTS (from the French version Nomenclature des Unités territoriales statistiques) is a geographical nomenclature subdividing the economic territory of the European Union (EU) into regions at three different levels (NUTS 1, 2 and 3 respectively, moving from larger to smaller territorial units). Above NUTS 1, there is the 'national' level of the Member States. See the European Union's [Eurostat site](#) for more detail.

To make the data most accessible to readers, CompTIA lists the major city or metro area within the region; and in some cases the accompanying region in parenthesis as noted above. The data does not fully represent the city or metro area, but generally, cities and metro areas have the highest concentration of workers in a region and therefore can reasonably serve as a proxy for the location's hiring trends.

Please contact the CompTIA Research and Market Intelligence Department at [research@comptia.org](mailto:research@comptia.org) with any questions.



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