

CompTIA®

State of the Tech Workforce UK

Nations | Metro Areas

Tech Hiring Trends | Wages | Workforce Characteristics

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STATE OF THE TECH WORKFORCE UK

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CompTIA is responsible for all content and analysis. Any questions regarding the report should be directed to CompTIA Research and Market Intelligence staff at research@comptia.org.

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ABOUT

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 more than 200 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 UK & IRELAND COMMUNITY

The CompTIA UK & Ireland Community brings together technology business professionals from across the UK and Ireland to discuss both regional opportunities and global trends. The community offers industry leaders the opportunity to gain valuable insight, share best practices, and collaborate to grow their businesses and showcase how technology and technology companies solve business challenges.

CompTIA [UK & Ireland Community](#)

ABOUT THE STATE OF THE TECH WORKFORCE UK

CompTIA's State of the Tech Workforce UK provides an in-depth look at employment, economic impact, technology trends, salaries, hiring activity, and more across the regions and metropolitan areas of the United Kingdom. The report draws upon many data sources, including Lightcast, UK Office for National Statistics (ONS), Eurostat, OECD, CompTIA and more.

National reporting **Metropolitan Area reporting**

England	Birmingham	Newcastle	Belfast
Northern Ireland	Bristol	Nottingham	Edinburgh
Scotland	Leeds	Manchester	Glasgow
Wales	London	Sheffield	Cardiff
	Liverpool		



As with any sector-level report, there are varying interpretations of what constitutes the tech sector and the tech workforce. Some of this variance may be attributed to the objectives of the author. Is the goal to depict the broadest possible representation of STEM and digital economy fields, or a more narrowly defined technology subset? Is the goal to capture all possible knowledge workers, or a more narrowly defined technology subset? CompTIA weighs a number of factors in making these decisions. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions.

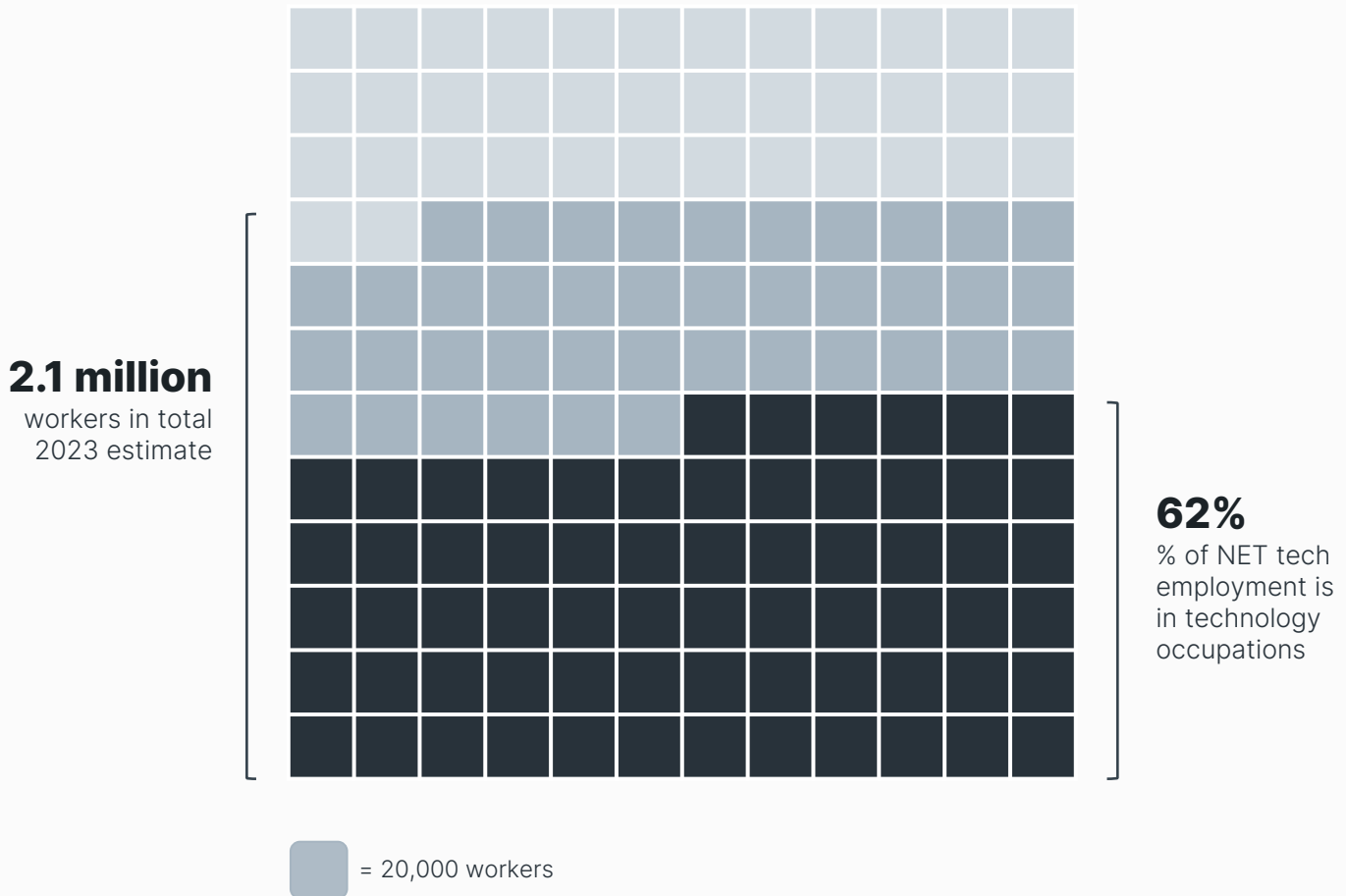
DEFINING NET TECH EMPLOYMENT

The tech workforce consists of two primary components, represented as a single figure by the 'net tech employment' designation. The foundation is the set of technology professionals working in technical positions, such as IT support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (42%), but many others are employed by organizations across every industry sector in the U.S. economy (58%).

The second component consists of the business professionals employed by technology companies. These professionals – encompassing sales, marketing, finance, HR, operations and management, play an important role in supporting the development and delivery of the technology products and services used throughout the economy. Approximately 38% of the net tech-employment total consists of tech industry business professionals.

One final segment involves workers classified as self-employed. For the purposes of this report, only dedicated, full-time self-employed technology workers are counted towards net tech employment. Workers that are characterized as "gig" workers, which may entail working on the side for supplementary income, are excluded from this analysis due to several uncertainties with the data and to minimize the possibility of double counting.

-  **N = Technology professionals employed across the economy, including in the tech sector**
(e.g. software developers, network architects, database admins, etc.)
-  **N = Tech sector employment, less technology professionals**
(e.g. sales, marketing, finance, HR, etc.)



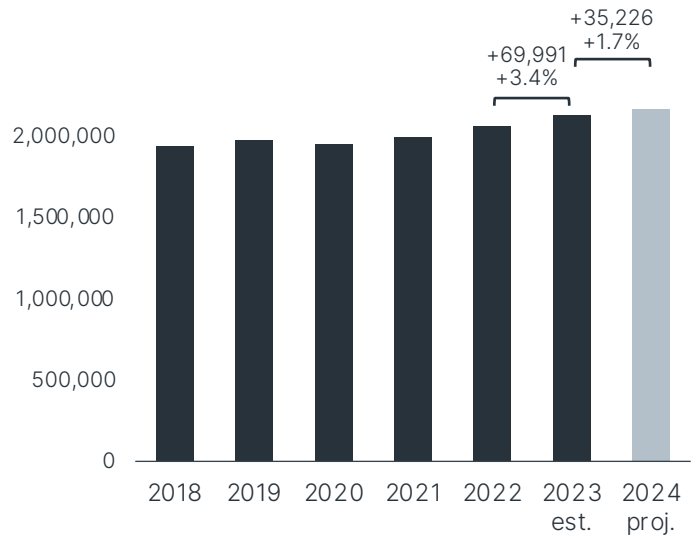
Source: Lightcast | UK ONS | CompTIA

KEY FINDINGS

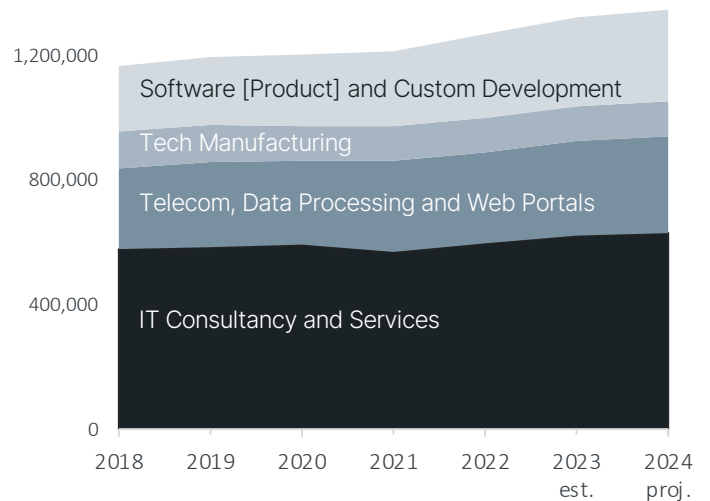
KEY POINTS

- Net tech employment in the United Kingdom – as described on the previous page, reached an estimated 2,130,745 workers in 2023, a 3.4% increase over the previous year. Net tech employment is projected to increase by 1.7% in 2024.
- Since 2018, net tech employment increased by an estimated 195,085 net-new jobs. Net tech employment saw a slight decline between 2019 and 2020 but has shown growth since then.
- Net tech employment accounted for approximately 6.4% of the overall U.K. workforce in 2023. Because of the blurring of lines across industries, there is likely a degree of undercounting in tech sector employment as a percentage of U.K. employment.
- Among the components of net tech employment, the tech sector side of the equation grew at 4.1% year over year, while the occupation side across all industry sectors experienced a gain of 3.1% year over year. Looking ahead, tech sector and tech occupation gains are projected to be 1.9% and 1.5% respectively.
- The software and custom development sector has seen continuous gains over the 5-year period 2018-2023. Largest tech industry contributor to job gains, 2018-2023:
 - Software and Custom Development: +74,234
- Largest tech occupation contributors to job gains, 2018-2023:
 - Programmers and Software Development: +40,094
 - IT Business Analysts/Architects/Systems Designers: +13,578
 - IT Directors: +10,134
 - IT Technology Professionals: +9,716
 - IT Support Specialists: +8,629
- On a percent change basis, the occupation category covering network and telecommunications engineers grew by +12.5%, the largest increase among tech occupations during 2018-2023. Software Development and Web Design increased by 10.7%, IT and Cybersecurity Analysts, Architects, and Systems Designers increased by 7.9%, and IT Support, Installers and Operations Technicians increased by 7.2%.

NET TECH EMPLOYMENT TRENDING



TECH INDUSTRY EMPLOYMENT TRENDING



ECONOMIC IMPACT OF TECH INDUSTRY



Source: Lightcast | UK ONS | CompTIA

KEY FINDINGS

KEY POINTS

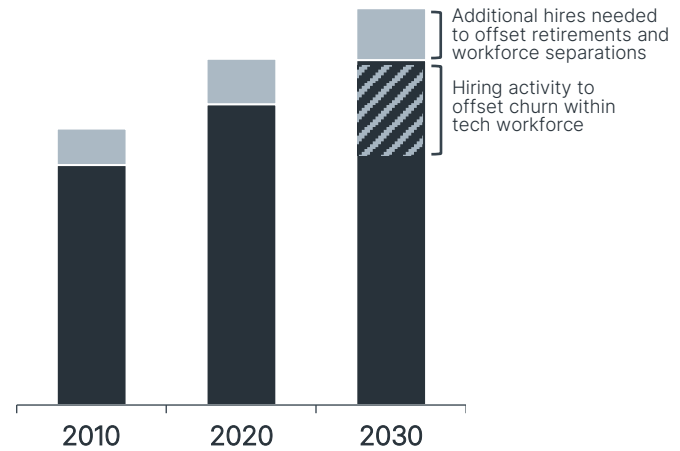
- By 2030, projections from Lightcast put the base of tech occupation employment at approximately 1.394 million (note: this covers occupations only and represents a subset of the net tech employment figure presented previously).
- Calculating future workforce needs over the next decade is a function of several variables. First, there is a growth component, which may entail organisations adding headcount due to expansion or possibly to support new emerging technologies.
- Secondly, there is a retirement factor, with a portion of the workforce transitioning away from the workforce permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, a return to school, family pursuits, or other. Changes to any of these variables can boost or shrink future workforce projections.
- Tech occupation employment over the next 10 years is expected to grow higher than the rate of overall employment across the economy. Projected tech growth rates above the national rate:

41%	IT Directors
36%	Programmers & Software Development
23%	Web Design Professionals
22%	Network Professionals
22%	Telecoms and Network Installers
21%	Business Analysts, Architects

- Job posting data provides another layer of insight into the tech job market outlook. Because government labour taxonomies – Standard Occupation Codes (SOCs), lag the speed with which the market changes, job posting data provides a more up-to-date look at the skills and experiences employers seek.
- Overall quarterly tech job postings among U.K. employers dipped during 2020 due to the pandemic slowdown. Postings rebounded in 2021. Job postings have seen a decline in 2023. Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made.
- Nationally, women represent approximately 49% of the U.K. workforce and 21% of tech occupations. This gap signals underrepresentation in the tech workforce. In the United States for example, women represent 27% of tech occupations.

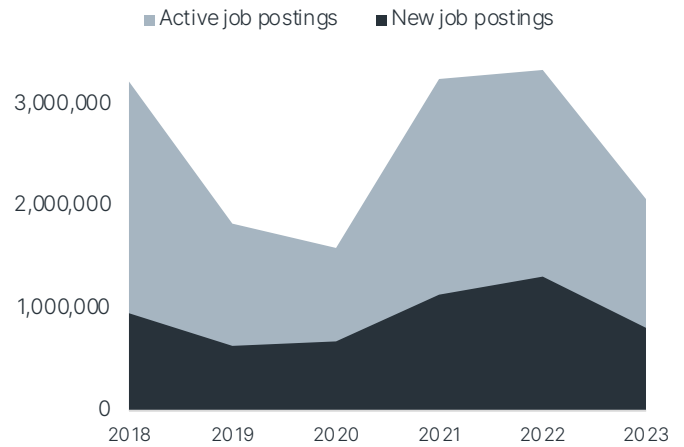
TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate

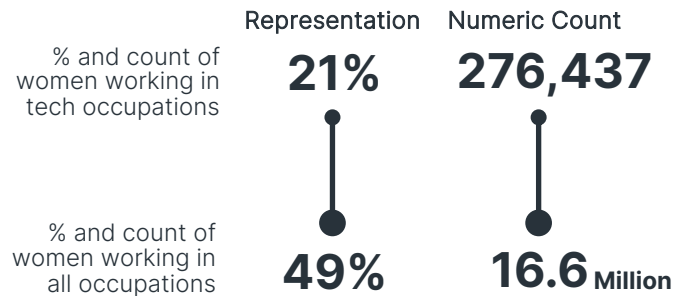


AGGREGATE JOB POSTINGS FOR TECH OCCUPATIONS

Job postings by U.K. employers



TECH WORKFORCE CHARACTERISTICS



Source: Lightcast | UK ONS | CompTIA

KEY FINDINGS

METRO AREA NET TECH EMPLOYMENT

- The top four metropolitan areas employ a little more than 704,000 tech industry and tech occupation workers, or about 1 in 3 tech workers in the nation.
- London is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- The London and Manchester areas saw the highest increases in net tech employment year over year.

METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At more than 7%, London, Edinburgh, and Leeds have the highest concentration of net tech employment as a percentage of their overall employment bases.
- Compared to the national tech employment concentration benchmark of 6.4%, seven metro areas had the same or higher rate, confirming the importance of technology to a far-reaching set of cities across the U.K.

METRO AREA TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.
 - London 38,957
 - Manchester 5,852
 - Bristol 3,219
 - Birmingham 2,722

METRO AREA MEDIAN TECH INDUSTRY WAGES

- Tech jobs continue to command a premium with a median wage 52% higher than the prevailing median wage across the UK labor market.
- Not surprisingly median tech wages are highest in the London metropolitan area. Rank order of top five metro areas by median tech wage:
 1. London
 2. Bristol
 3. Belfast
 4. Birmingham
 5. Manchester

TOP METROS BY NET TECH EMPLOYMENT

1.	London	517,697
2.	Manchester	97,957
3.	Birmingham	45,582
4.	Bristol	42,819
5.	Glasgow	39,764
6.	Leeds	38,822
7.	Edinburgh	34,641
8.	Newcastle	30,800
9.	Nottingham	30,741
10.	Sheffield	29,018

TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

1.	London	+35,976
2.	Manchester	+5,106
3.	Glasgow	+1,088
4.	Edinburgh	+976
5.	Leeds	+779
6.	Liverpool	+770
7.	Birmingham	+769
8.	Belfast	+412
9.	Sheffield	+357
10.	Bristol	+21

TOP METROS BY NET TECH EMPLOYMENT AS A PERCENT OF LOCAL EMPLOYMENT

1.	London	9.5%
2.	Edinburgh	7.9%
3.	Leeds	7.6%
4.	Manchester	6.7%
5.	Glasgow	6.6%
6.	Bristol	6.4%
7.	Belfast	6.4%
8.	Birmingham	6.3%
9.	Newcastle	5.7%
10.	Nottingham	5.5%

UNITED KINGDOM SNAPSHOT

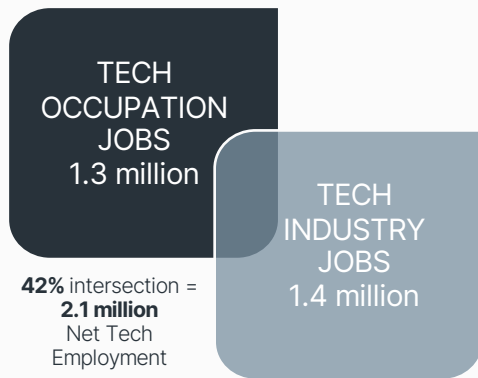
United Kingdom



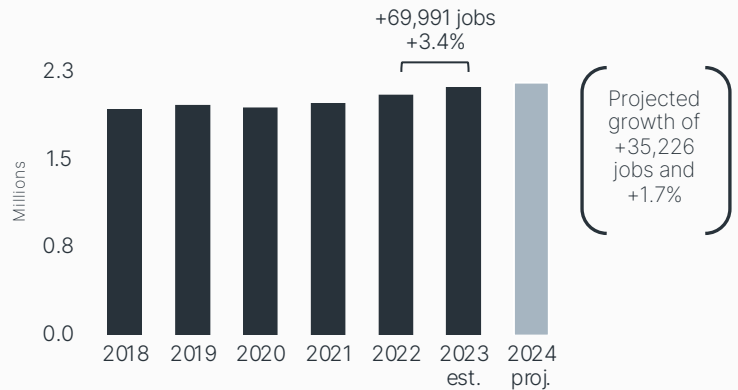
STATE OF TECHNOLOGY SUMMARY

- 2,130,745 NET TECH EMPLOYMENT¹
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £82.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 161,013 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 933,914 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

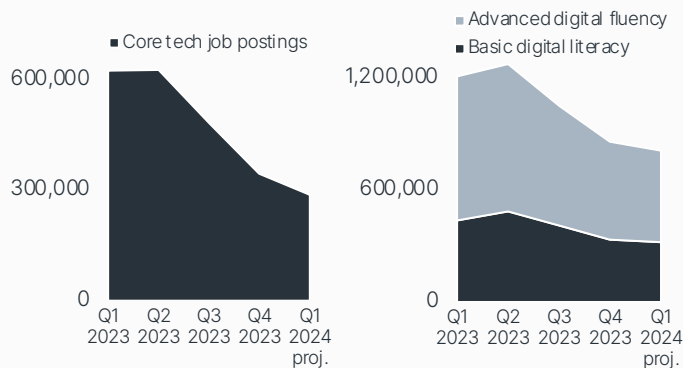
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

	2023	2024 % Change ²
Software Development and Web Design	469,329	1.6%
IT and Cybersecurity Analysts, Architects and Systems Designers	352,397	1.5%
IT Support, Installers and Operations Technicians	293,560	1.3%
Network and Telecommunications Engineers	87,551	1.5%

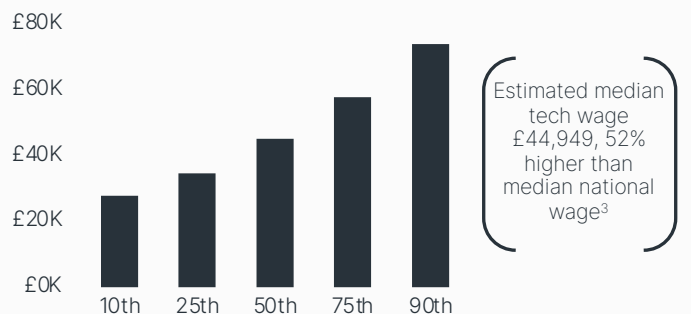
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

	2023	2024 % Change ²
IT Consultancy and Services	619,728	1.6%
Telecom, Data Processing, Web Portals	304,726	1.5%
Software and Custom Development	284,283	3.3%
Tech Manufacturing	110,864	1.2%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

NATIONAL SNAPSHOTS

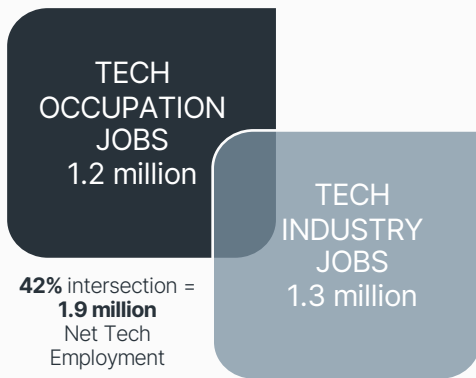
England



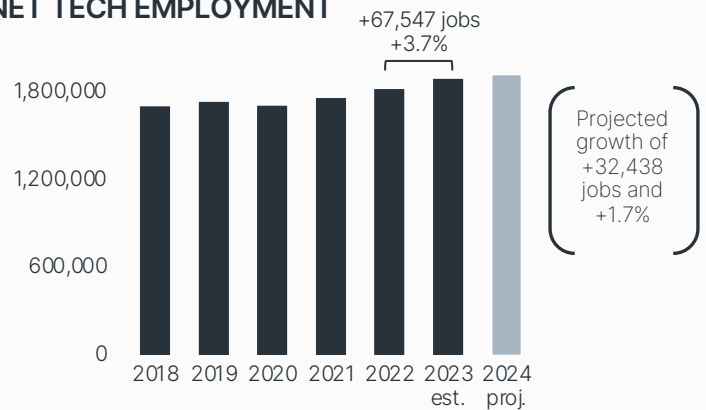
STATE OF TECHNOLOGY SUMMARY

- 1,893,889 NET TECH EMPLOYMENT¹
- 6.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £75.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 148,036 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 669,304 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

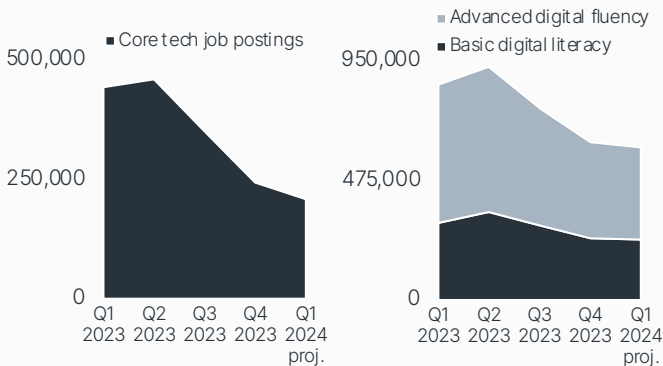
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NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

	2023	2024 % Change ²
Software Development and Web Design	416,515	1.7%
IT and Cybersecurity Analysts, Architects and Systems Designers	315,724	1.5%
IT Support, Installers and Operations Technicians	258,559	1.4%
Network and Telecommunications Engineers	75,315	1.5%

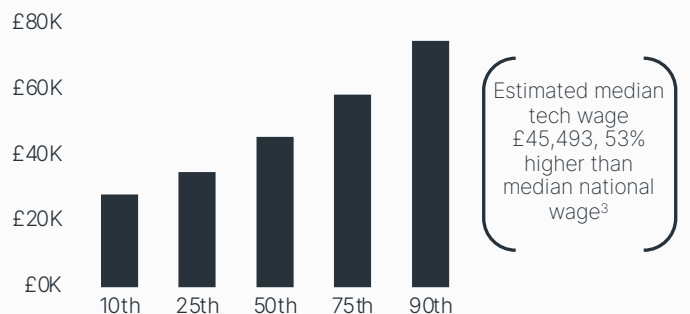
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

	2023	2024 % Change ²
IT Consultancy and Services	571,794	1.7%
Telecom, Data Processing, Web Portals	260,165	1.3%
Software and Custom Development	258,749	3.4%
Tech Manufacturing	89,087	1.3%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

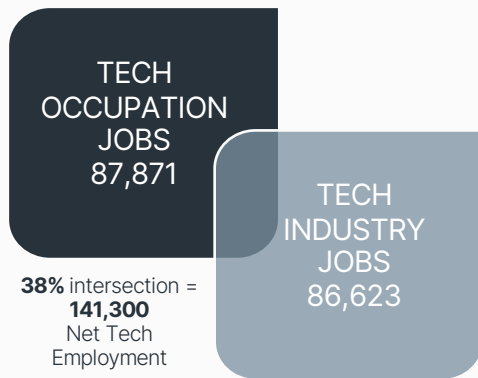
Scotland



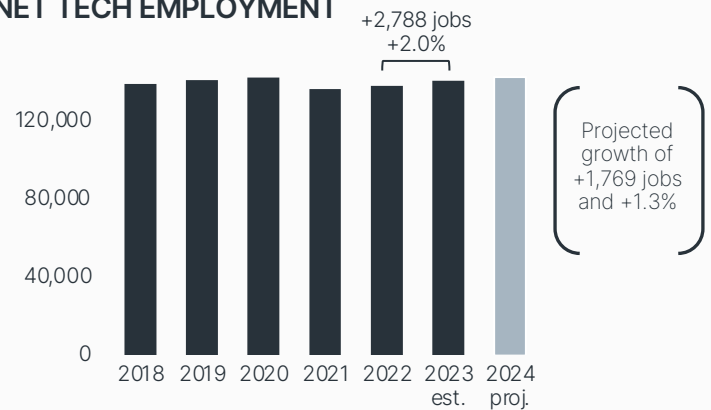
STATE OF TECHNOLOGY SUMMARY

- 141,300 NET TECH EMPLOYMENT¹
- 5.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £4.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,295 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 45,444 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

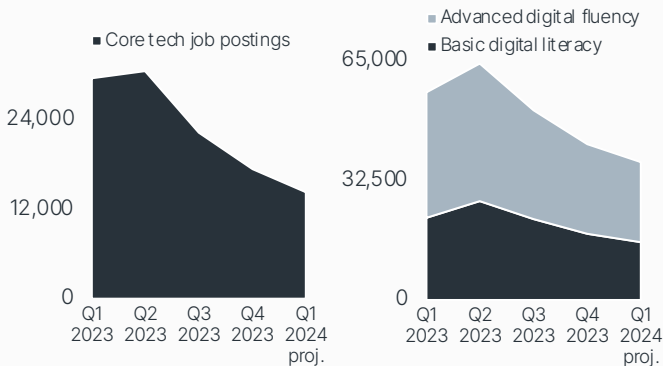
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	29,845	1.1%
IT and Cybersecurity Analysts, Architects and Systems Designers	22,322	0.8%
IT Support, Installers and Operations Technicians	21,001	0.5%
Network and Telecommunications Engineers	7,916	1.6%

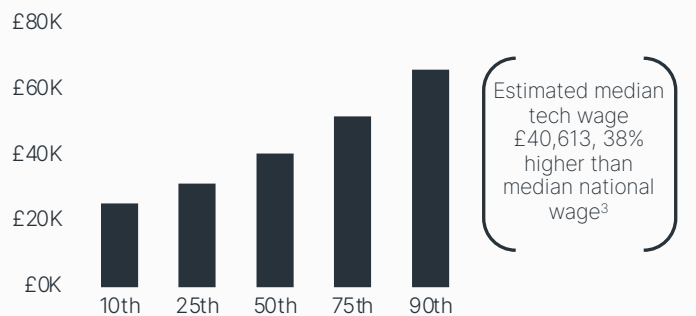
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
Telecom, Data Processing, Web Portals	30,948	3.4%
IT Consultancy and Services	29,488	0.2%
Software and Custom Development	13,612	3.0%
Tech Manufacturing	10,828	0.9%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

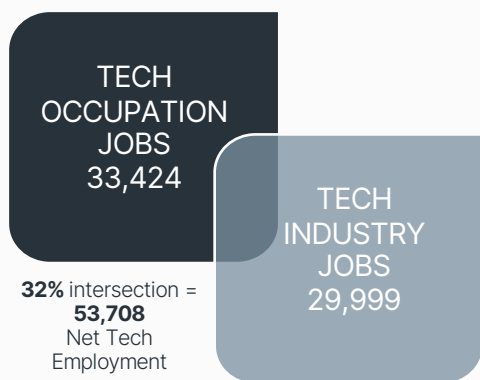
Wales



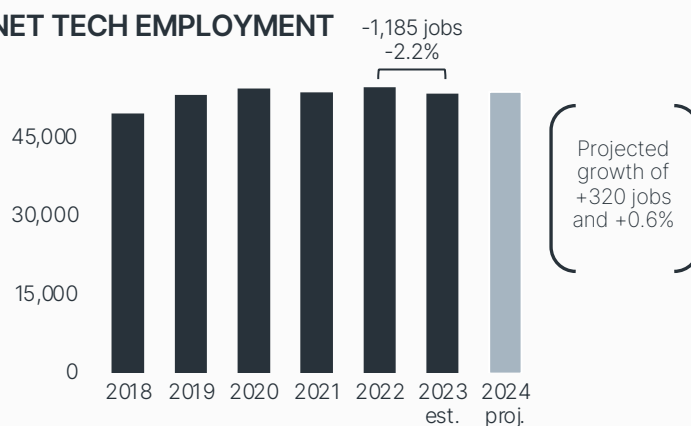
STATE OF TECHNOLOGY SUMMARY

- 53,708 NET TECH EMPLOYMENT¹
- 4.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,648 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,124 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

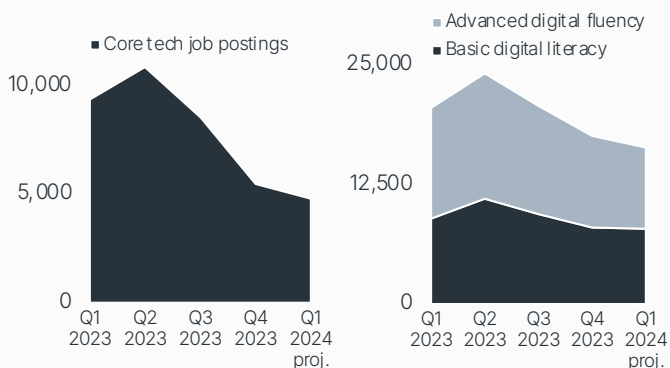
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NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	12,402	1.0%
IT and Cybersecurity Analysts, Architects and Systems Designers	8,632	1.2%
IT Support, Installers and Operations Technicians	7,878	0.7%
Network and Telecommunications Engineers	2,296	-0.3%

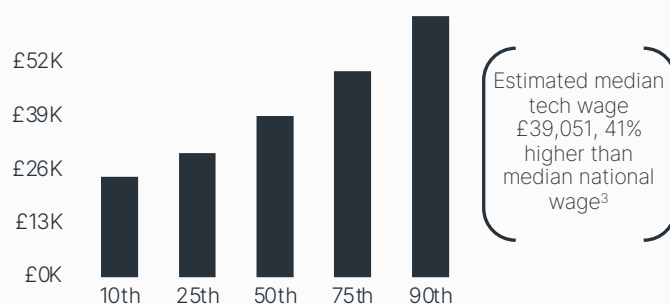
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	9,261	-1.3%
Telecom, Data Processing, Web Portals	8,721	1.0%
Tech Manufacturing	6,876	-0.4%
Software and Custom Development	3,940	1.9%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

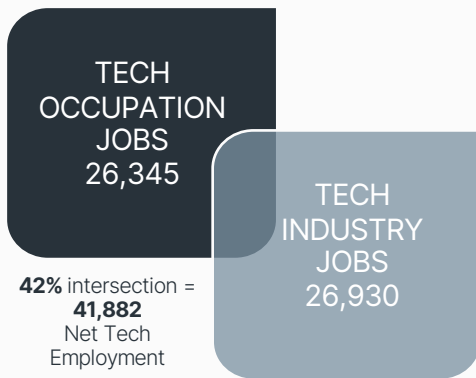
Northern Ireland



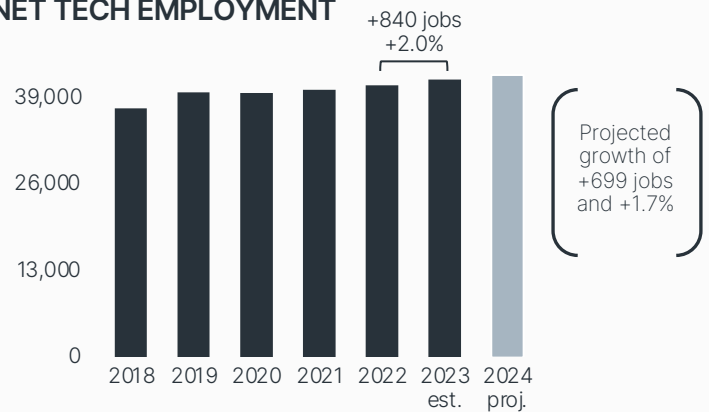
STATE OF TECHNOLOGY SUMMARY

- 41,882 NET TECH EMPLOYMENT¹
- 4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,035 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,560 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

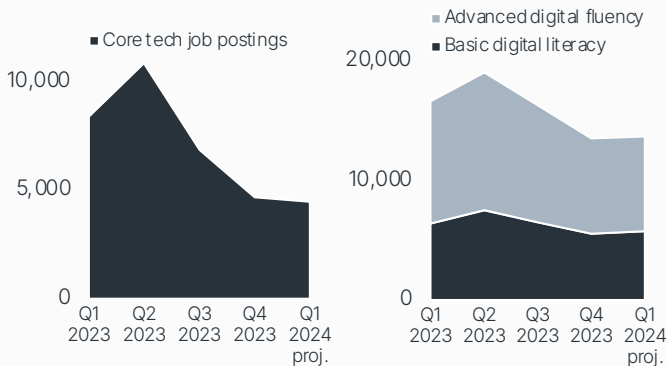
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NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	10,567	1.4%
IT Support, Installers and Operations Technicians	6,122	1.7%
IT and Cybersecurity Analysts, Architects and Systems Designers	5,718	1.4%
Network and Telecommunications Engineers	2,024	1.4%

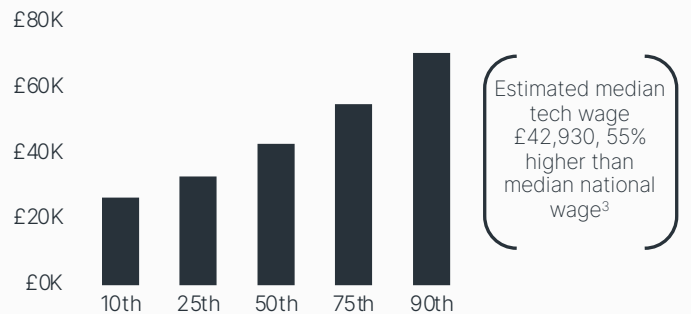
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	9,185	2.8%
Software and Custom Development	7,982	0.4%
Telecom, Data Processing, Web Portals	4,892	1.9%
Tech Manufacturing	4,071	2.3%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

METRO AREA SNAPSHOTS

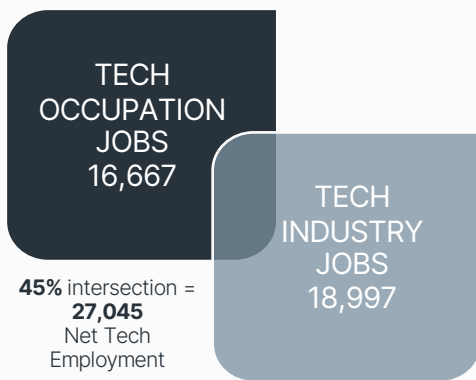
Belfast



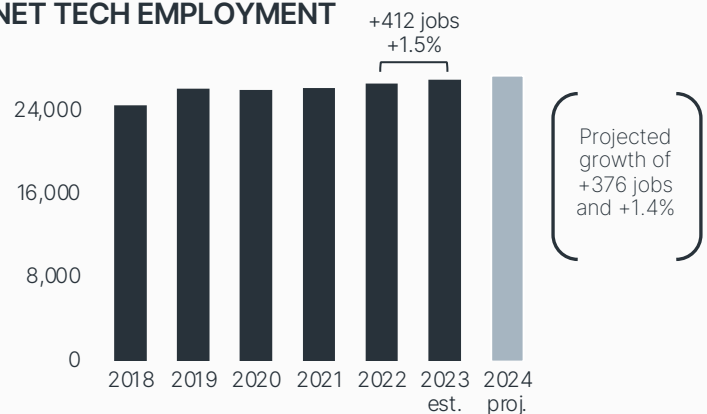
STATE OF TECHNOLOGY SUMMARY

- 27,045 NET TECH EMPLOYMENT¹
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £0.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,261 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,261 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 10% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

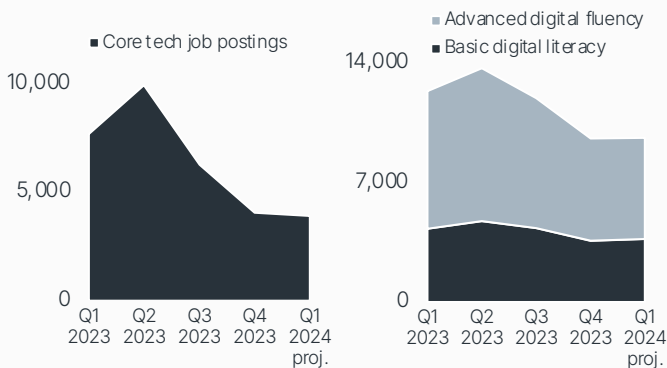
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NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	7,149	1.1%
IT and Cybersecurity Analysts, Architects and Systems Designers	3,722	1.2%
IT Support, Installers and Operations Technicians	3,509	1.4%
Network and Telecommunications Engineers	1,077	1.3%

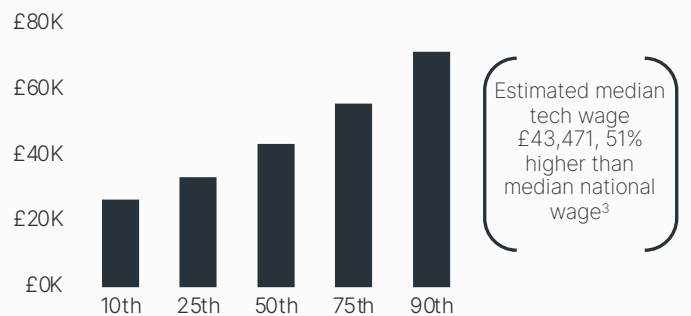
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ³
IT Consultancy and Services	7,176	3.0%
Software and Custom Development	6,136	-0.4%
Telecom, Data Processing, Web Portals	3,294	2.2%
Tech Manufacturing	1,884	0.8%

³Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

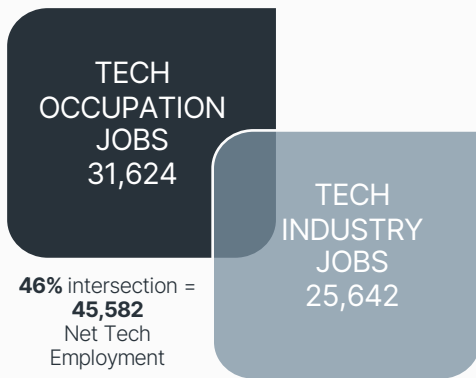
Birmingham



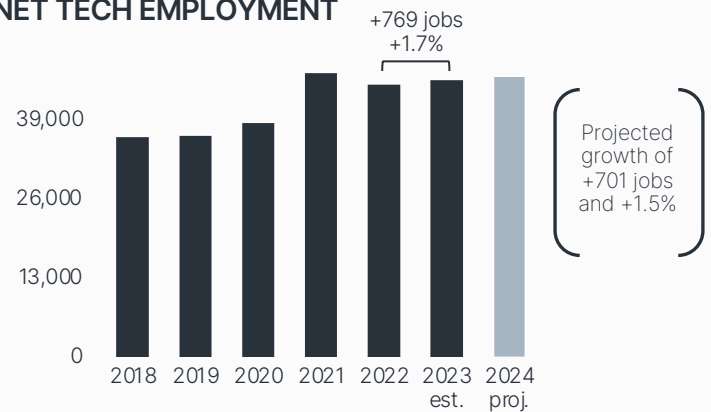
STATE OF TECHNOLOGY SUMMARY

- 45,582 NET TECH EMPLOYMENT¹
- 6.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,722 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 28,724 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

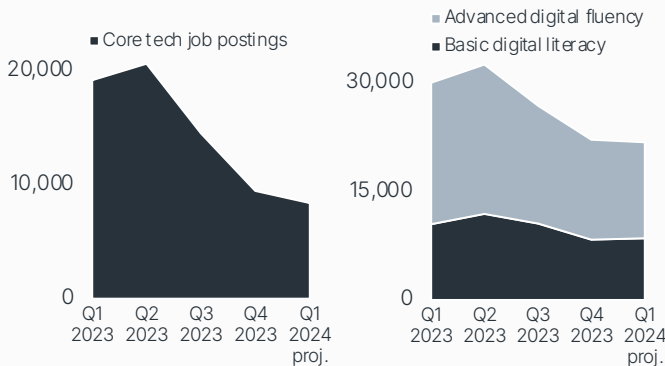
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	10,689	2.0%
IT and Cybersecurity Analysts, Architects and Systems Designers	8,797	2.2%
IT Support, Installers and Operations Technicians	7,358	2.0%
Network and Telecommunications Engineers	2,213	2.2%

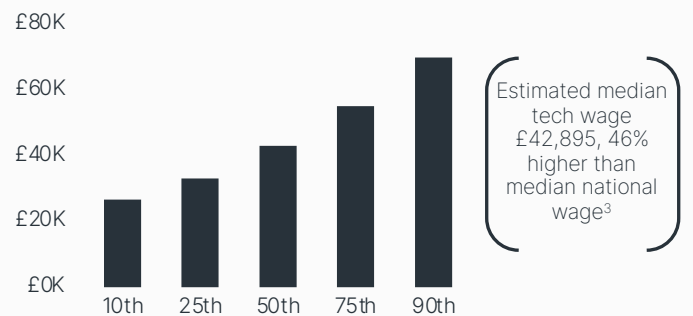
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	10,523	-0.9%
Telecom, Data Processing, Web Portals	6,100	1.7%
Software and Custom Development	5,475	0.4%
Tech Manufacturing	272	-15.2%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

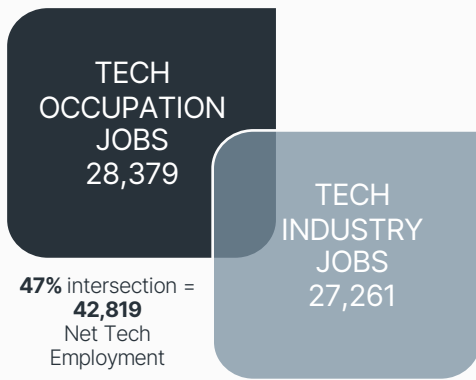
Bristol



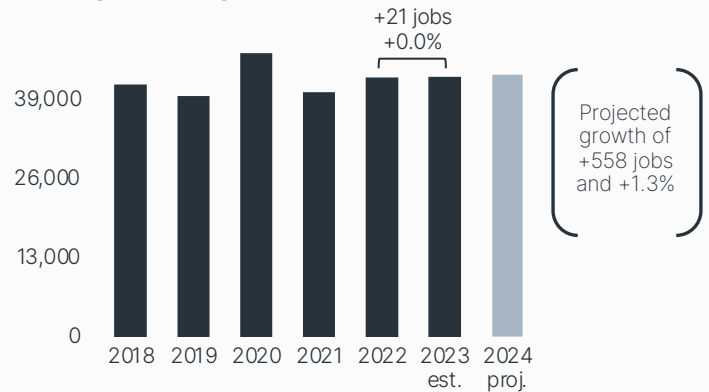
STATE OF TECHNOLOGY SUMMARY

- 42,819 NET TECH EMPLOYMENT¹
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,219 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 33,216 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

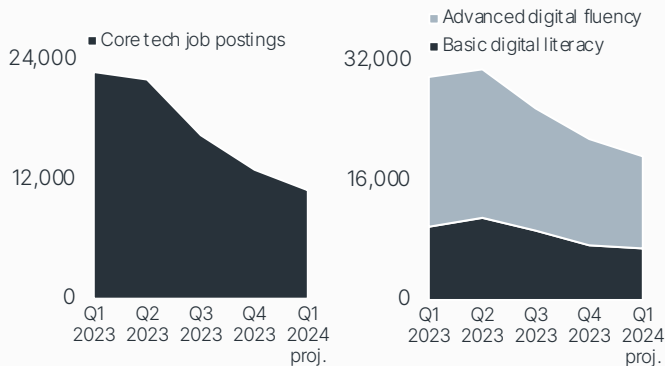
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	10,453	1.8%
IT and Cybersecurity Analysts, Architects and Systems Designers	7,893	1.2%
IT Support, Installers and Operations Technicians	6,197	0.9%
Network and Telecommunications Engineers	1,808	1.2%

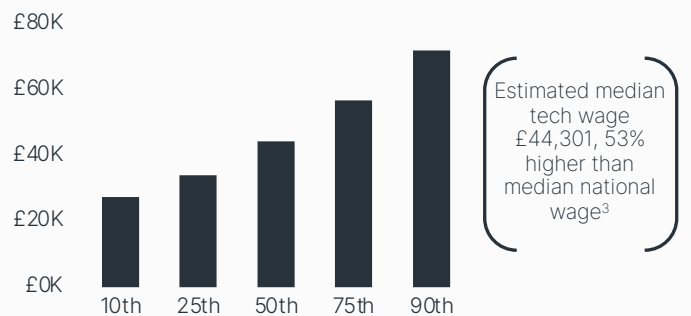
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	11,495	0.5%
Software and Custom Development	7,180	4.6%
Telecom, Data Processing, Web Portals	6,523	-0.2%
Tech Manufacturing	1,344	-1.4%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

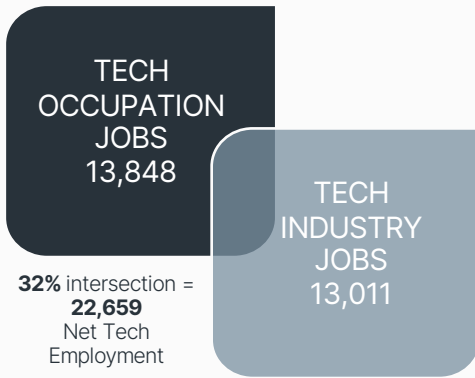
Cardiff



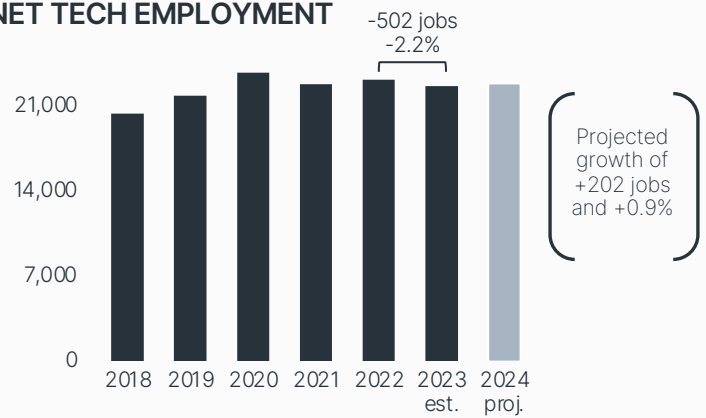
STATE OF TECHNOLOGY SUMMARY

- 22,659 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £0.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,431 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,215 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

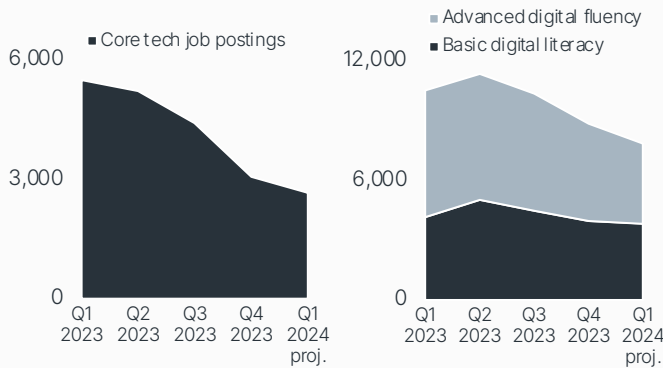
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	5,181	1.2%
IT and Cybersecurity Analysts, Architects and Systems Designers	3,404	0.8%
IT Support, Installers and Operations Technicians	3,351	0.9%
Network and Telecommunications Engineers	966	-0.4%

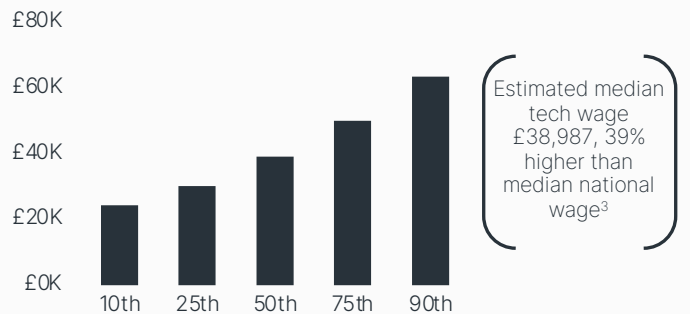
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
Telecom, Data Processing, Web Portals	4,415	2.2%
IT Consultancy and Services	3,479	-2.2%
Tech Manufacturing	2,661	-0.1%
Software and Custom Development	2,034	2.1%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

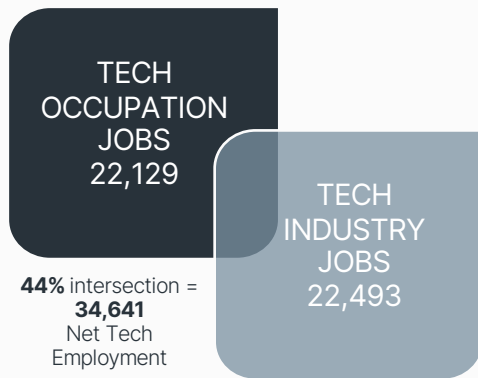
Edinburgh



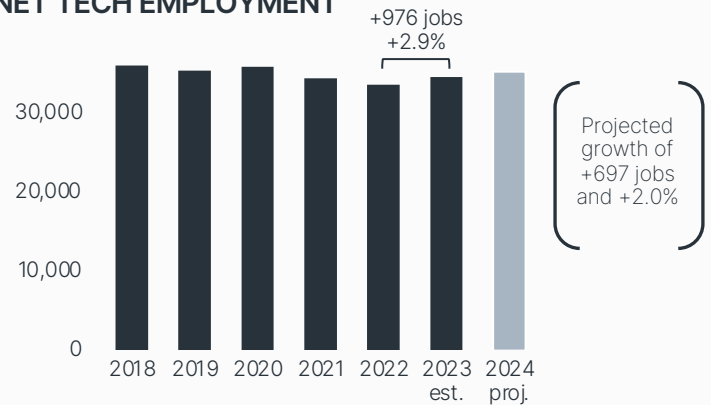
STATE OF TECHNOLOGY SUMMARY

- 34,641 NET TECH EMPLOYMENT¹
- 7.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,777 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,569 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 14% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

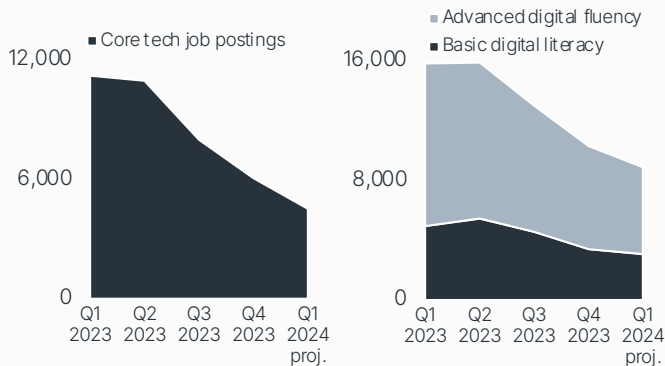
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

	2023	2024 % Change ²
Software Development and Web Design	8,783	2.2%
IT and Cybersecurity Analysts, Architects and Systems Designers	5,430	1.5%
IT Support, Installers and Operations Technicians	5,003	1.0%
Network and Telecommunications Engineers	1,297	3.0%

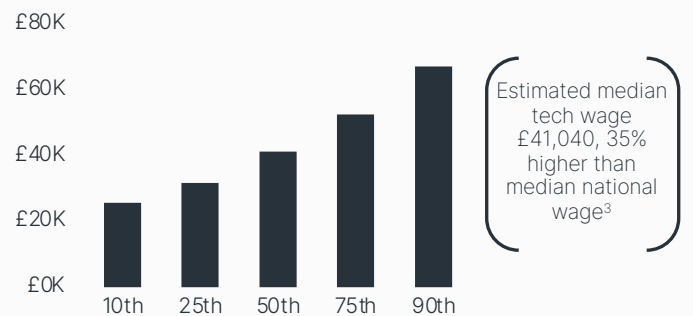
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

	2023	2024 % Change ²
Software and Custom Development	6,848	4.5%
IT Consultancy and Services	6,807	-1.5%
Telecom, Data Processing, Web Portals	5,293	4.6%
Tech Manufacturing	3,392	2.2%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

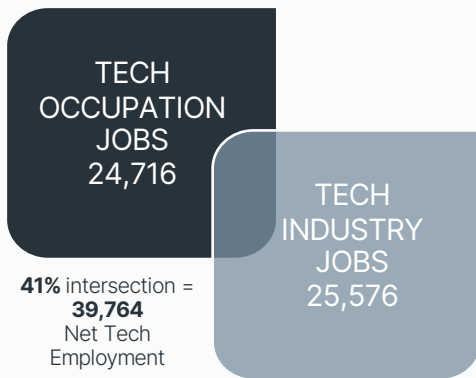
Glasgow



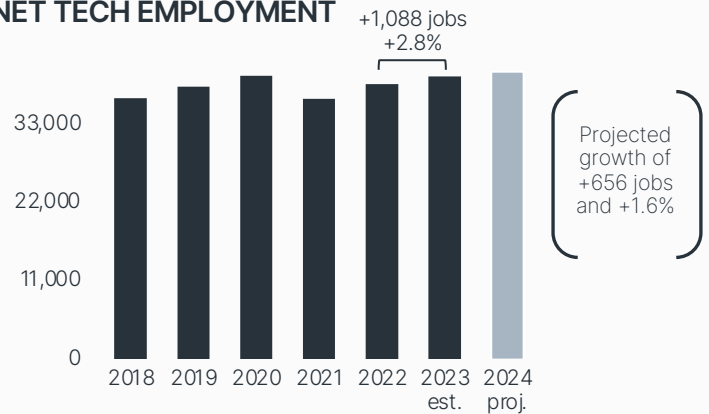
STATE OF TECHNOLOGY SUMMARY

- 39,764 NET TECH EMPLOYMENT¹
- 6.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,690 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,090 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

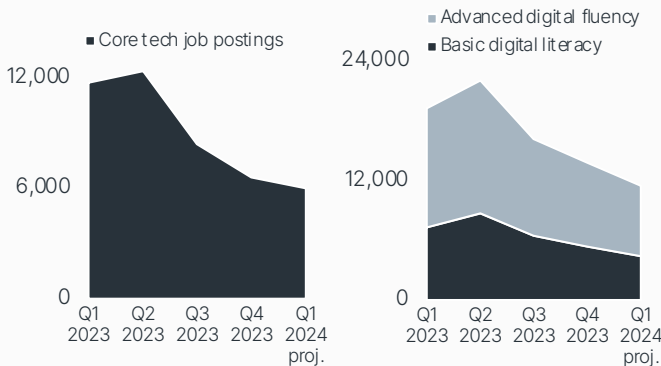
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	8,504	1.8%
IT Support, Installers and Operations Technicians	6,044	0.9%
IT and Cybersecurity Analysts, Architects and Systems Designers	5,959	1.4%
Network and Telecommunications Engineers	2,242	1.6%

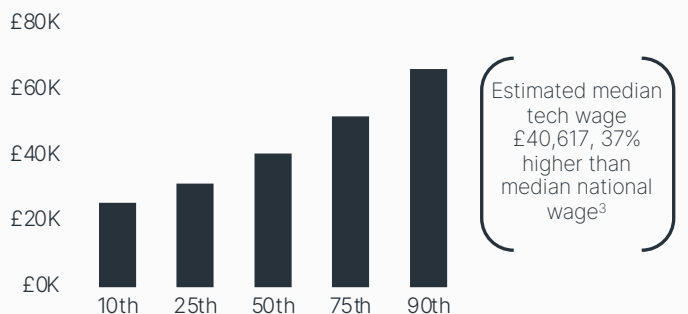
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	11,918	2.2%
Telecom, Data Processing, Web Portals	8,523	3.5%
Software and Custom Development	2,883	1.8%
Tech Manufacturing	1,917	-0.5%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

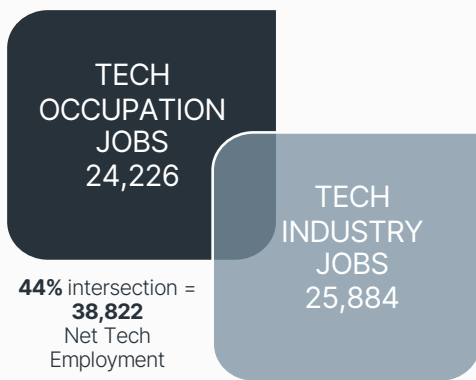
Leeds



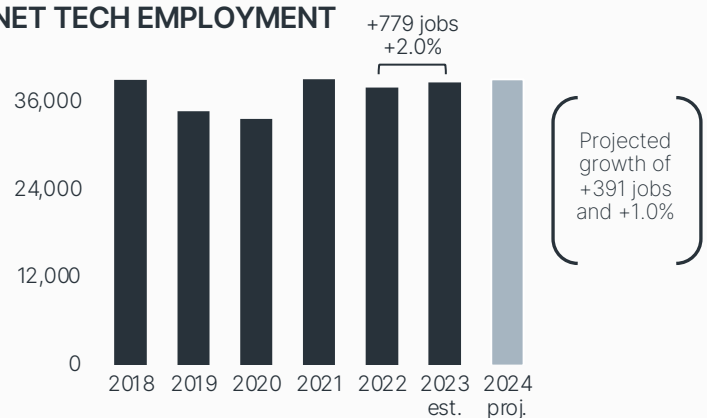
STATE OF TECHNOLOGY SUMMARY

- 38,822 NET TECH EMPLOYMENT¹
- 7.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,062 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,245 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

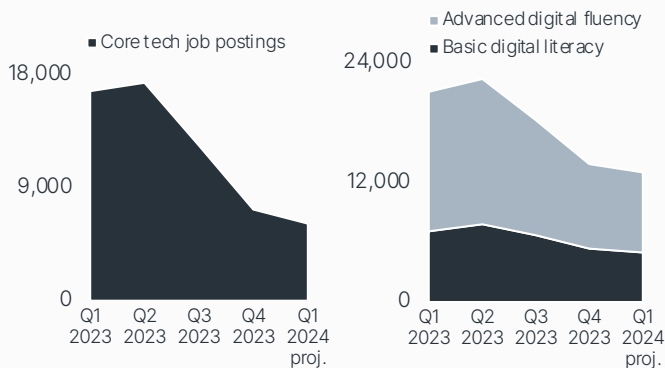
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

	2023	2024 % Change ²
Software Development and Web Design	8,560	1.4%
IT and Cybersecurity Analysts, Architects and Systems Designers	6,648	1.4%
IT Support, Installers and Operations Technicians	5,573	1.2%
Network and Telecommunications Engineers	1,418	0.9%

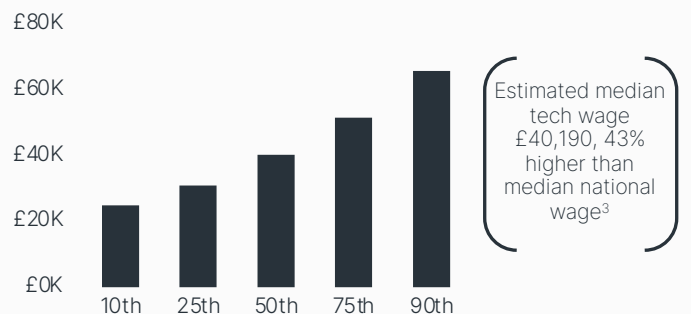
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

	2023	2024 % Change ²
IT Consultancy and Services	12,441	0.5%
Telecom, Data Processing, Web Portals	6,599	1.4%
Software and Custom Development	4,763	-0.5%
Tech Manufacturing	340	-4.2%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

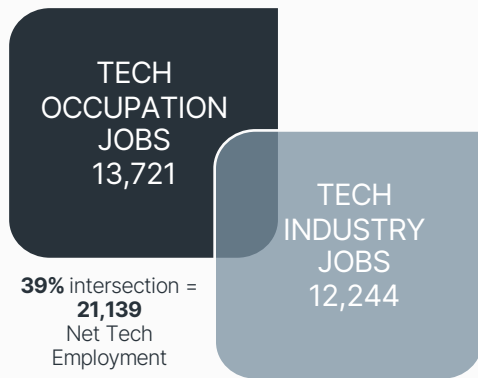
Liverpool



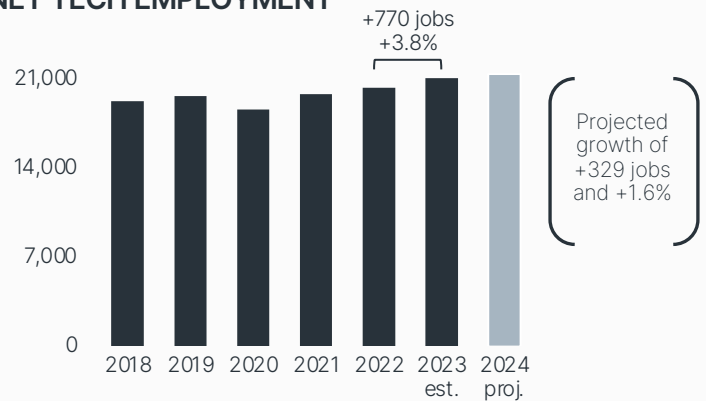
STATE OF TECHNOLOGY SUMMARY

- 21,139 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £0.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,395 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,096 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 9% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

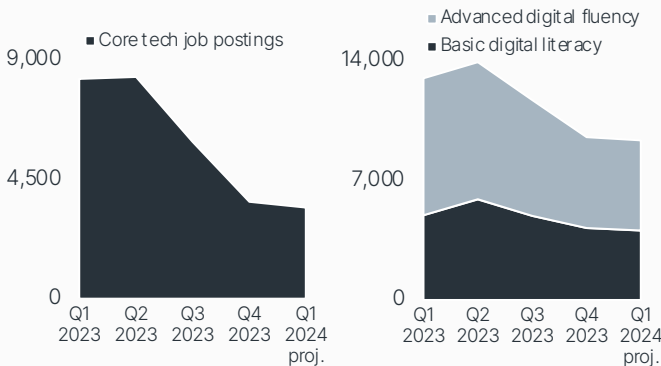
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	5,100	1.4%
IT and Cybersecurity Analysts, Architects and Systems Designers	3,457	0.5%
IT Support, Installers and Operations Technicians	3,109	0.6%
Network and Telecommunications Engineers	1,061	1.2%

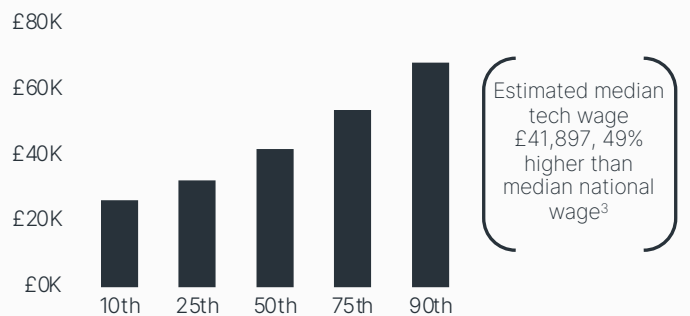
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
Software and Custom Development	6,141	3.8%
IT Consultancy and Services	4,596	1.9%
Telecom, Data Processing, Web Portals	4,232	2.5%
Tech Manufacturing	390	-0.3%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

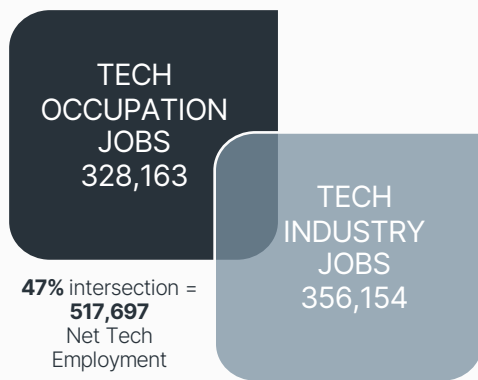
London



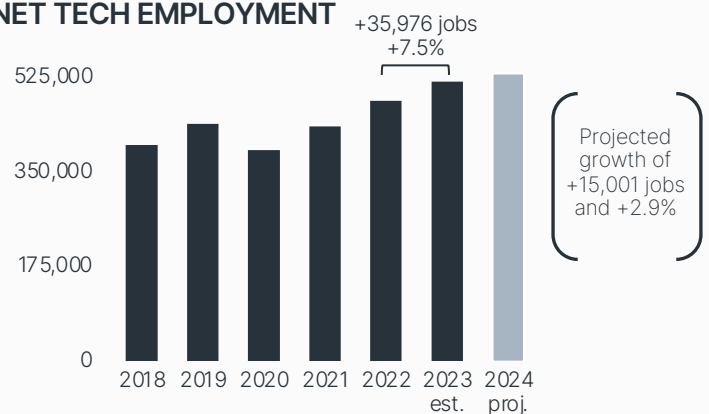
STATE OF TECHNOLOGY SUMMARY

- 517,697 NET TECH EMPLOYMENT¹
- 9.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £20.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 38,957 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,148 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

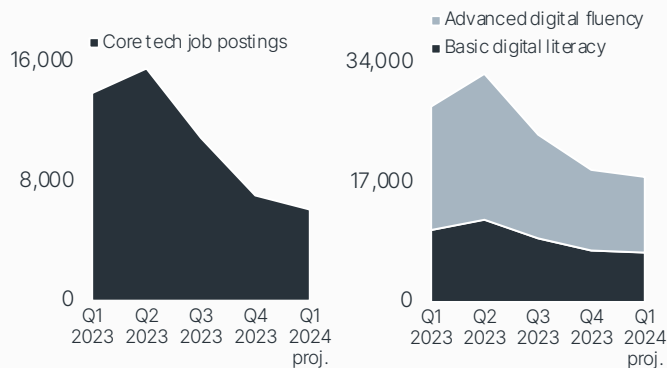
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	127,899	2.6%
IT and Cybersecurity Analysts, Architects and Systems Designers	91,317	2.3%
IT Support, Installers and Operations Technicians	61,031	2.3%
Network and Telecommunications Engineers	15,553	2.0%

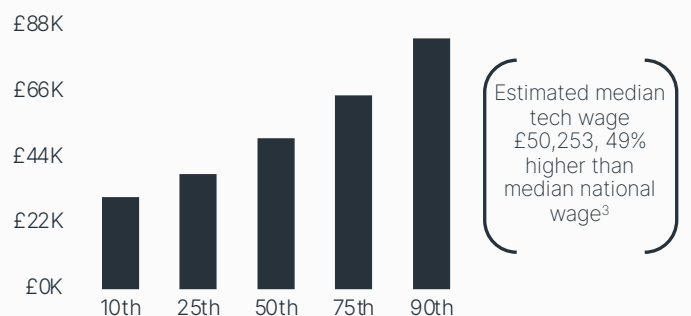
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	183,961	3.7%
Software and Custom Development	90,209	5.2%
Telecom, Data Processing, Web Portals	70,105	1.9%
Tech Manufacturing	3,676	1.2%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

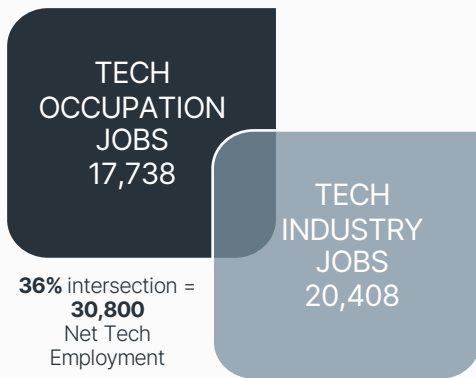
Newcastle



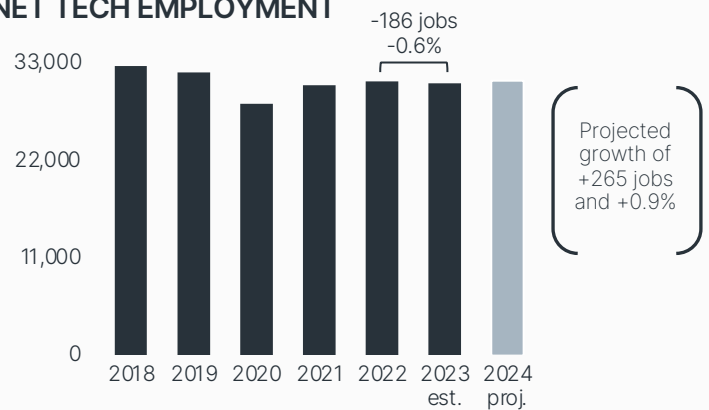
STATE OF TECHNOLOGY SUMMARY

- 30,800 NET TECH EMPLOYMENT¹
- 5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,613 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,496 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 12% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

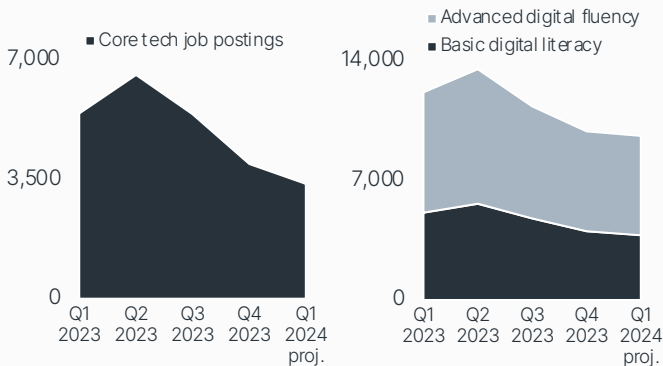
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	6,184	1.3%
IT Support, Installers and Operations Technicians	4,621	0.3%
IT and Cybersecurity Analysts, Architects and Systems Designers	4,350	1.0%
Network and Telecommunications Engineers	1,340	1.4%

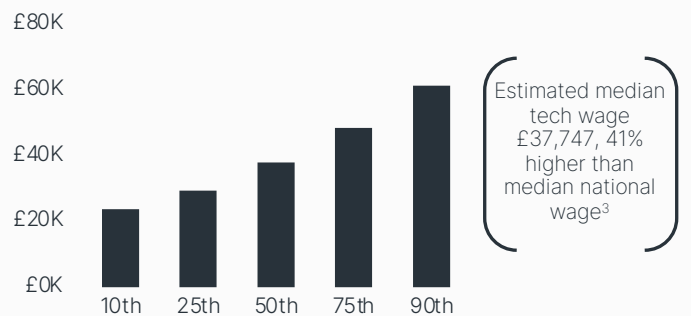
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	8,039	0.3%
Telecom, Data Processing, Web Portals	6,915	-1.1%
Software and Custom Development	3,286	3.3%
Tech Manufacturing	2,109	5.3%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

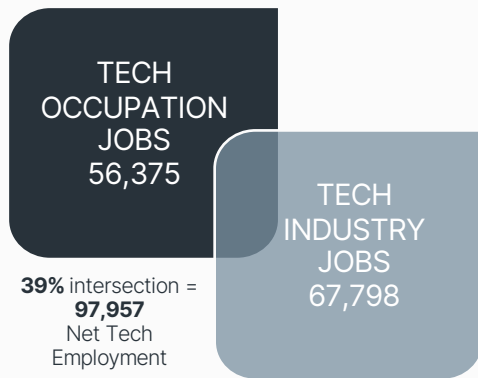
Manchester



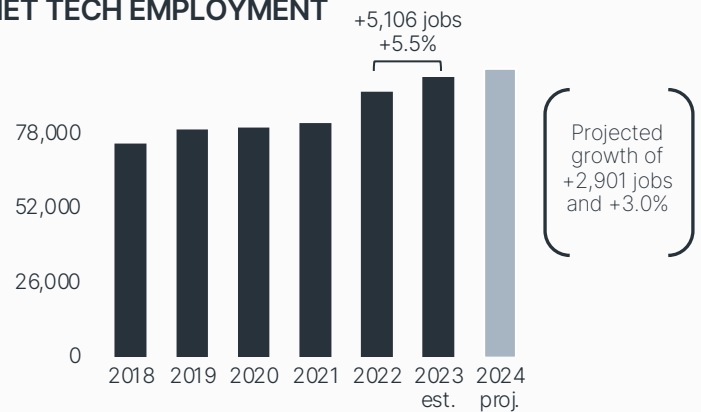
STATE OF TECHNOLOGY SUMMARY

- 97,957 NET TECH EMPLOYMENT¹
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £2.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,852 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 51,434 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

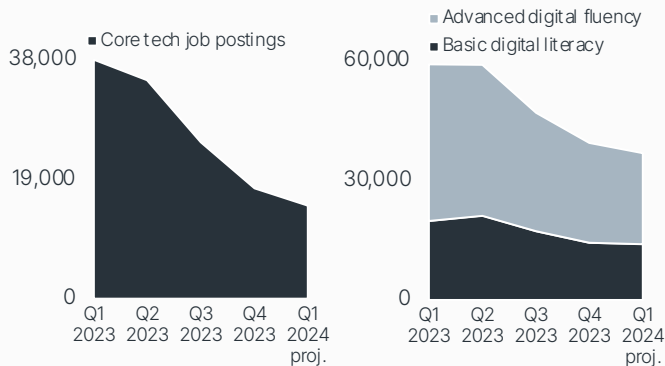
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	19,968	2.2%
IT and Cybersecurity Analysts, Architects and Systems Designers	14,914	2.1%
IT Support, Installers and Operations Technicians	12,830	2.1%
Network and Telecommunications Engineers	4,250	2.6%

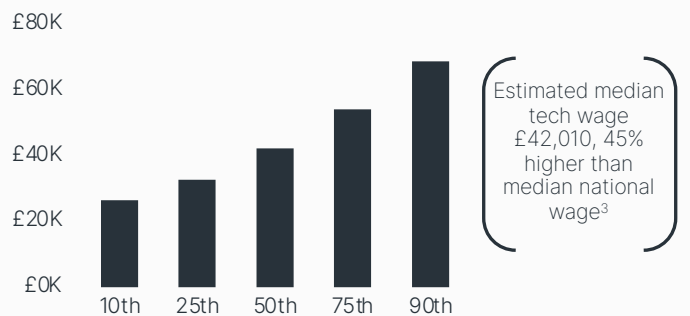
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	28,650	4.2%
Telecom, Data Processing, Web Portals	20,088	4.9%
Software and Custom Development	11,013	4.3%
Tech Manufacturing	3,981	0.1%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

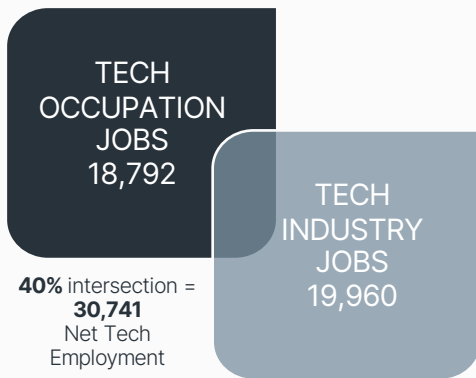
Nottingham



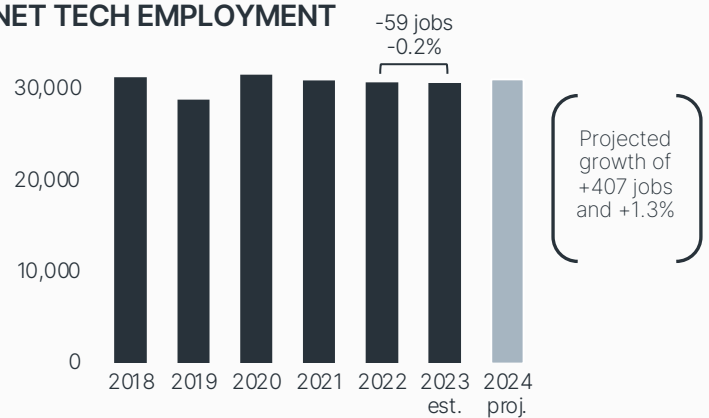
STATE OF TECHNOLOGY SUMMARY

- 30,741 NET TECH EMPLOYMENT¹
- 5.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £1.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,848 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,535 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 13% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

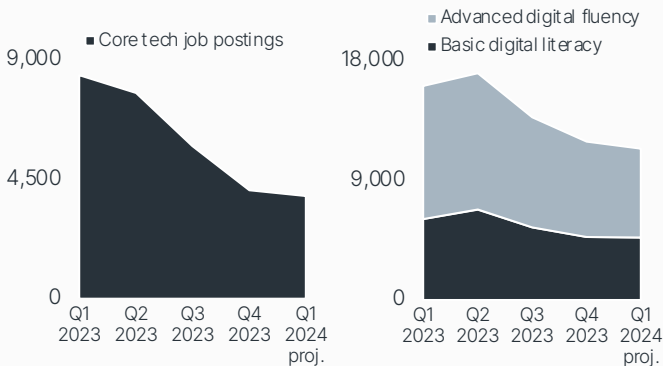
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	5,740	1.9%
IT and Cybersecurity Analysts, Architects and Systems Designers	5,240	1.5%
IT Support, Installers and Operations Technicians	4,740	1.2%
Network and Telecommunications Engineers	1,354	1.2%

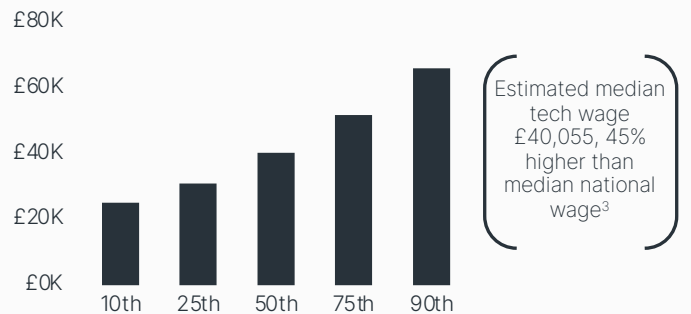
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
IT Consultancy and Services	7,688	2.4%
Telecom, Data Processing, Web Portals	5,267	-3.4%
Software and Custom Development	4,308	3.6%
Tech Manufacturing	1,598	7.4%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

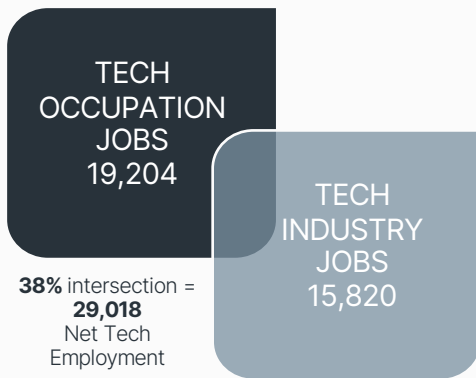
Sheffield



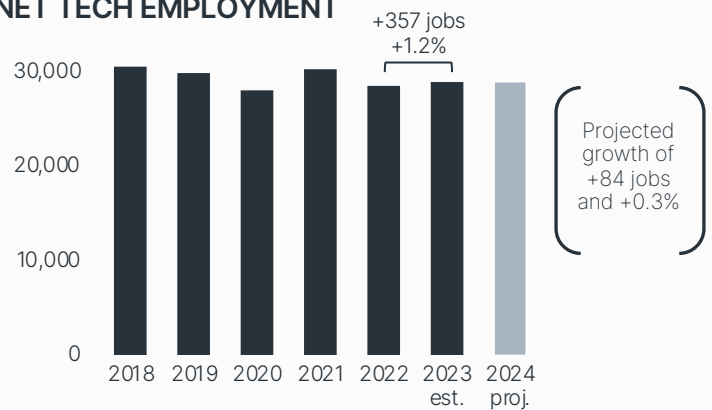
STATE OF TECHNOLOGY SUMMARY

- 29,018 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- £0.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,789 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 17,688 EMPLOYER JOB POSTINGS [2023 total for tech occupations]
- 11% EMERGING TECH EMPLOYER JOB POSTINGS % OF TOTAL

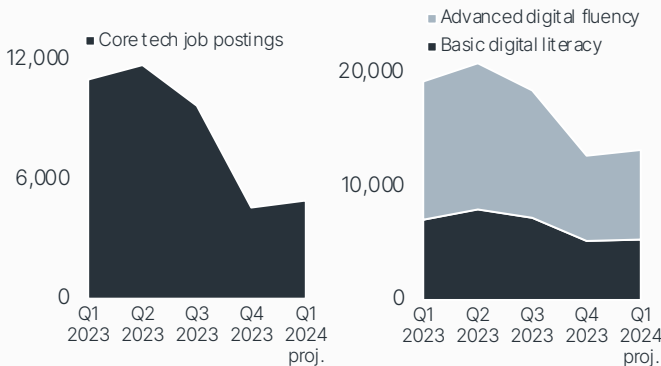
¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2022-2023 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | core tech jobs

LEADING TECH OCCUPATIONS

Occupation	2023	2024 % Change ²
Software Development and Web Design	6,698	1.0%
IT and Cybersecurity Analysts, Architects and Systems Designers	4,849	0.9%
IT Support, Installers and Operations Technicians	4,784	0.6%
Network and Telecommunications Engineers	1,477	1.1%

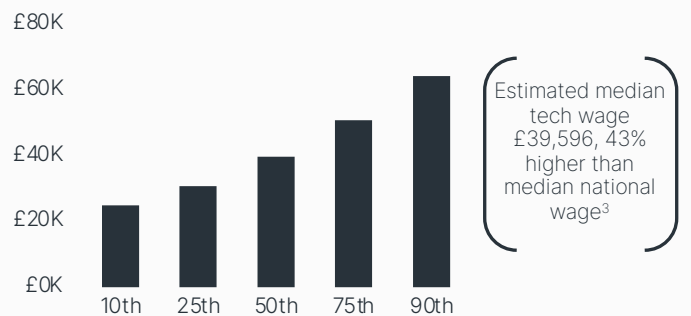
²Projected growth rate for 2024

LEADING TECH INDUSTRY SECTORS [by employment]

Sector	2023	2024 % Change ²
Telecom, Data Processing, Web Portals	6,538	1.0%
IT Consultancy and Services	5,320	-3.3%
Software and Custom Development	2,612	-0.5%
Tech Manufacturing	702	-3.3%

²Projected growth rate for 2024

TECH OCCUPATION WAGES [by percentile]



³2022 data | most recent available

APPENDIX TABLE

	<u>2023 Jobs</u>	<u>2024 Jobs Projected</u>	<u>Numeric Change 2023-2024</u>	<u>% Change 2023-2024</u>
Information Technology Directors	112,932	114,907	1,975	2%
IT Business Analysts, Architects and Systems Designers	174,822	177,437	2,614	1%
Programmers and Software Development Professionals	403,165	409,980	6,815	2%
Cyber Security Professionals	34,078	34,561	483	1%
IT Quality and Testing Professionals	36,752	37,268	516	1%
IT Network Professionals	23,521	23,873	351	1%
Information Technology Professionals n.e.c.	143,497	145,540	2,043	1%
Web Design Professionals	16,929	17,184	256	2%
IT Operations Technicians	84,384	85,479	1,095	1%
IT User Support Technicians	127,626	129,266	1,639	1%
Database Administrators and Web Content Technicians	49,236	49,902	666	1%
Telecoms and Related Network Installers and Repairers	64,030	64,981	952	1%
Computer System and Equipment Installers and Servicers	44,798	45,455	657	1%
Total	1,315,769	1,335,832	20,064	1.5%

METHODOLOGY

CLASSIFICATION SYSTEM

CompTIA's State of the Tech Workforce UK utilises the UK Standard Industrial Classification System (SIC) to define the tech industry. The UK SIC is a five-digit classification assigned to most specific industries. Economic units with similar production processes are classified in the same industry. Because State of the Tech Workforce UK analyses the tech industry by using industry classifications, the report in general focuses on companies and sectors, not individual occupations.

For occupation analysis, CompTIA's State of the Tech Workforce UK utilises Standard Occupational Classification (SOC) System, which is a standard used by government agencies to classify workers into occupational categories.

NET TECH EMPLOYMENT

The tech workforce consists of two primary components. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and every related role. Many of these professionals work for technology companies (42%), but many others are employed by organisations across every industry sector in the UK economy (58%).

The second component of the discussion consists of the business professionals employed by technology companies. These professionals play an important role in supporting the development and delivery of the technology products and services used throughout the economy. About 38% of the net tech employment total consists of tech industry business professionals.

See page 4 of this report for more details on the concept of Net Tech Employment.

TECH INDUSTRY DEFINITION

There are a number of considerations when developing a definition of the technology industry. In some cases, SIC codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

Conceptually, CompTIA's State of the Tech Workforce UK focuses on the sectors involved in making, creating, enabling, integrating, or supporting technology, whether as a product or service. At this time, the report does not include industry sectors categorised primarily as users of technology.

CompTIA's State of the Tech Workforce UK includes 25 SIC codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the UK Office for National Statistics industry taxonomies. For more specific details regarding the UK managed services sector, see CompTIA's UK MSP sizing research brief.

TECH OCCUPATION DEFINITION

The occupations covered in this report are broadly categorised into core information technology (IT) positions and then engineering, repair, and technician positions. In total, 13 distinct SOCs are used to define the tech occupations found across every industry sector of the UK economy.

LOCATION CONSIDERATIONS

The UK Office for National Statistics uses several different location classifications, which may include a hierarchy of administrative geographies, electoral regions, census regions, Eurostat NUTS-3 and LAU-2 mapping, postal geographies and more. See [UK ONS site](#) for more details. The data sources used in this report may also have unique interpretations of locations to facilitate data aggregation or to allow for more consistency across regions or metro areas.



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