ABOUT COMPTIA

The Computing Technology Industry Association (CompTIA) is a leading voice and advocate for the $5 trillion global information technology ecosystem; and the estimated 75 million industry and tech professionals who design, implement, manage, and safeguard the technology that powers the world’s economy. Through education, training, certifications, advocacy, philanthropy, and market research, CompTIA is the hub for unlocking the potential of the tech industry and its workforce.

CompTIA is the world’s leading vendor-neutral IT-certifying body with more than 3.0 million certifications awarded based on the passage of rigorous, performance-based exams. 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 develops innovative on-ramps and career pathways to expand opportunities to populations that traditionally have been under-represented in the information technology workforce.

CompTIA Technology Career Pathway Roadmap
CompTIA Certifications Job Match
CompTIA Training and Learning
CompTIA Tech Career Academy
CompTIA IT Salary Calculator
CompTIA Member Communities and Councils
CompTIA Academy and Delivery Partner Program

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 EMSI Burning Glass, UK Office for National Statistics (ONS), Eurostat, OECD, CompTIA and more.

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.

CompTIA’s base of IT certification holders spans 232 countries
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 (51.6%), but many others are employed by organisations across every industry sector in the U.K. economy (48.4%).

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. Almost 31% 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 characterised 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.

\[
N = \text{Technology professionals employed across the economy, including in the tech sector (e.g. software developers, network architects, database admins, etc.)}
\]

\[
N = \text{Tech sector employment, less technology professionals (e.g. sales, marketing, finance, HR, etc.)}
\]

1.98 million workers in total 2021 estimate

69% % of NET tech employment is in technology occupations

\(\text{Source: EMSI Burning Glass | CompTIA}
\)

Some numeric changes affected by rounding
KEY POINTS

- Net tech employment in the United Kingdom—as described on the previous page, reached an estimated 1,978,041 workers in 2021, essentially flat with the previous year (0.1% increase). Net tech employment is projected to increase by almost 1% in 2022.

- Since 2016, net tech employment increased by an estimated 62,140 net-new jobs. Net tech employment growth has been steady during this span, averaging approximately 10,356 new jobs per year.

- Net tech employment accounted for approximately 6.3% of the overall U.K. workforce in 2021. 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 stayed practically the same, while the occupation side across all industry sectors experienced a gain of 0.3% year over year. Looking ahead, tech sector and tech occupation gains are projected to be 0.9% and 0.7% respectively.

- All sectors of the tech industry except tech manufacturing have seen job gains over this five-year period. Largest tech industry contributors to job gains, 2016-2021:
  - Software and Custom Development: +43,204
  - IT Consultancy and Services: +31,964

- Largest tech occupation contributors to job gains, 2016-2021:
  - Programmers and Software Development: +16,816
  - IT and Telecommunications Professionals: +6,292
  - IT Specialist Managers: +6,026
  - IT Technology and Telecommunications Directors: +3,607

- On a percent change basis, the occupation category covering programmers and software development professionals grew by +5.8%, the largest increase among tech occupations during 2016-2021. IT Analysts and Cybersecurity and systems increased by 3.0% and IT Project Managers increased by 3.1%.
KEY POINTS

- By 2030, projections from EMSI Burning Glass put the base of tech occupation employment at approximately 1.41 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.

- 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 Q1 2021 and have kept the upward trend with employers playing catch-up with pent-up demand. Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made.

- Employer demand for tech talent as measured by online job postings follows a similar pattern to tech employment. Manchester had approximately 45,543 postings in 2021. In second place is London with approximately 32,111 postings. Bristol and Birmingham are third and fourth respectively in terms of tech job postings.

- Nationally, women represent approximately 49% of the U.K. workforce and 17% of tech occupations. This gap signals underrepresentation in the tech workforce. In the United States, women represent 26% of tech occupations.

---

TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate

AGGREGATE QUARTERLY JOB POSTINGS FOR TECH OCCUPATIONS

Job postings by U.K. employers

TECH WORKFORCE CHARACTERISTICS

| % and count of women working in tech occupations | Representation | 17% | 234,154 |
| % and count of women working in all occupations | Numeric Count | 49% | 15.3 Million |

Source: EMSI Burning Glass | UK ONS | CompTIA
KEY FINDINGS

METRO AREA NET TECH EMPLOYMENT

- The top four metropolitan areas employ a little more than 572,500 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 Birmingham area saw the highest increase 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 8%, London and Edinburgh 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 6.3%, six metro areas had a 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.

<table>
<thead>
<tr>
<th>City</th>
<th>Establishments</th>
</tr>
</thead>
<tbody>
<tr>
<td>London</td>
<td>44,831</td>
</tr>
<tr>
<td>Manchester</td>
<td>6,408</td>
</tr>
<tr>
<td>Bristol</td>
<td>3,847</td>
</tr>
<tr>
<td>Birmingham</td>
<td>3,129</td>
</tr>
</tbody>
</table>

METRO AREA MEDIAN TECH INDUSTRY WAGES

- On average, tech industry wages are highest in London, followed by Edinburgh, Bristol, Glasgow, and Leeds.

<table>
<thead>
<tr>
<th>City</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>London</td>
<td>£49,684</td>
</tr>
<tr>
<td>Edinburgh</td>
<td>£40,106</td>
</tr>
<tr>
<td>Bristol</td>
<td>£39,864</td>
</tr>
<tr>
<td>Glasgow</td>
<td>£39,650</td>
</tr>
<tr>
<td>Leeds</td>
<td>£39,365</td>
</tr>
<tr>
<td>Sheffield</td>
<td>£38,977</td>
</tr>
<tr>
<td>Manchester</td>
<td>£38,684</td>
</tr>
<tr>
<td>Liverpool</td>
<td>£38,661</td>
</tr>
<tr>
<td>Birmingham</td>
<td>£37,723</td>
</tr>
<tr>
<td>Nottingham</td>
<td>£36,505</td>
</tr>
</tbody>
</table>

Source: EMSI Burning Glass | UK ONS | CompTIA
UNITED KINGDOM SNAPSHOT
# United Kingdom

## STATE OF TECHNOLOGY SUMMARY

<table>
<thead>
<tr>
<th>Net Tech Employment</th>
<th>Change 2021-2022</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>591,335</td>
<td>+0.9%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>269,336</td>
<td>+0.7%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>232,965</td>
<td>+2.0%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>109,868</td>
<td>+0.5%</td>
</tr>
</tbody>
</table>

### Leading Tech Industry Sectors [by employment]

<table>
<thead>
<tr>
<th>Sector</th>
<th>2021 Employment</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>591,335</td>
<td>+0.9%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>269,336</td>
<td>+0.7%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>232,965</td>
<td>+2.0%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>109,868</td>
<td>+0.5%</td>
</tr>
</tbody>
</table>

### Leading Tech Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2021 Employment</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>352,103</td>
<td>+0.9%</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity and Systems</td>
<td>300,165</td>
<td>+0.7%</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>220,748</td>
<td>+0.6%</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>101,627</td>
<td>+0.6%</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>84,984</td>
<td>+0.7%</td>
</tr>
</tbody>
</table>

### Tech Occupation Wages [by percentile]

- **Estimated median tech wage**: £42,201
- **55% higher than median national wage**:

### Emerging Tech Industry Jobs

<table>
<thead>
<tr>
<th>Sector</th>
<th>2021 Total</th>
<th>2022 Projected</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>591,335</td>
<td>+14,959</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>269,336</td>
<td>+14,959</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>232,965</td>
<td>+14,959</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>109,868</td>
<td>+14,959</td>
</tr>
</tbody>
</table>

### Economic Impact

- **1,688,041 Net Tech Employment**
- **6.3% Net Employment as a % of Overall Workforce**
- **188,812 TECH BUSINESS ESTABLISHMENTS (firms with payroll)**
- **£82.6b Economic Impact**

### Emerging Tech Job Postings

- **19% Emerging Tech Job Postings as a % of Total**

---

2. Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details.
3. The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.
5. Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details.
6. Wage data subject to revisions and may not be directly comparable to prior years.
NATIONAL SNAPSHOTS
England

STATE OF TECHNOLOGY SUMMARY

1,742,536  NET TECH EMPLOYMENT
6.6%  NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
173,553  TECH BUSINESS ESTABLISHMENTS ([firms with payroll]
743,923  EMPLOYER JOB POSTINGS (2021 total for tech occupations]
143,011  EMERGING TECH JOB POSTINGS [job roles + skills]
19%  EMERGING TECH JOB POSTINGS AS A % OF TOTAL

NET TECH EMPLOYMENT

1,742,536  NET TECH EMPLOYMENT

1,12 million  TECH INDUSTRY JOBS
1,21 million  TECH OCCUPATION JOBS

51.9% intersection = 1.74 million NET TECH EMPLOYMENT

EMERGING TECH JOB POSTINGS

IT Consultancy and Services 534,756 +0.9%
Telecom, Data Processing, Web Portals 228,812 +0.6%
Software and Custom Development 206,751 +1.9%
Tech Manufacturing 87,423 +0.4%

LEADING TECH OCCUPATIONS

Software Development and Web Design 310,729 +0.9%
IT Analysts, Cybersecurity and Systems 265,029 +0.7%
IT Support and Operations Technicians 190,529 +0.6%
Network and Telecommunications Engineers 89,186 +0.7%
IT Project Managers 74,518 +0.7%

LEADING TECH INDUSTRY SECTORS [by employment]

10th 25th 50th 75th 90th

<table>
<thead>
<tr>
<th>Industry/Major Occupation</th>
<th>2021 Employment</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>534,756</td>
<td>+0.9%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>228,812</td>
<td>+0.6%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>206,751</td>
<td>+1.9%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>87,423</td>
<td>+0.4%</td>
</tr>
</tbody>
</table>

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage £42,758, 55% higher than median national wage |

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others |
Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

32022 projection

4Wage data subject to revisions and may not be directly comparable to prior years

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 11
Wales

STATE OF TECHNOLOGY SUMMARY

54,270 NET TECH EMPLOYMENT
4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
4,014 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
13,752 EMPLOYER JOB POSTINGS [2021 total for tech occupations]
2,033 EMERGING TECH JOB POSTINGS [job roles + skills]
15% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

Projected growth of +275 jobs and +0.5%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>8,583</td>
<td>+0.1%</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity and Systems</td>
<td>7,693</td>
<td>+0.0%</td>
</tr>
<tr>
<td>IT Support or Operations Technicians</td>
<td>6,640</td>
<td>+0.0%</td>
</tr>
<tr>
<td>Network or Telecommunications Engineers</td>
<td>3,237</td>
<td>-0.8%</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>2,313</td>
<td>+0.2%</td>
</tr>
</tbody>
</table>

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>Industry</th>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>8,956</td>
<td>-6.3%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>9,247</td>
<td>+2.0%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>3,556</td>
<td>-2.9%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>8,145</td>
<td>+2.8%</td>
</tr>
</tbody>
</table>

32022 projection | 4Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES [by percentile]

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Median Wage</th>
<th>£K</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>25,244</td>
<td>20.0</td>
</tr>
<tr>
<td>25th</td>
<td>35,244</td>
<td>30.0</td>
</tr>
<tr>
<td>50th</td>
<td>50,000</td>
<td>50.0</td>
</tr>
<tr>
<td>75th</td>
<td>65,000</td>
<td>65.0</td>
</tr>
<tr>
<td>90th</td>
<td>80,000</td>
<td>80.0</td>
</tr>
</tbody>
</table>

Estimated median tech wage £35,244, 43% higher than median national wage

2022 projection | 4Wage data subject to revisions and may not be directly comparable to prior years

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 12
Scotland

STATE OF TECHNOLOGY SUMMARY

141,501 NET TECH EMPLOYMENT¹
5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
9,170 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
49,606 EMPLOYER JOB POSTINGS [2021 total for tech occupations]
8,242 EMERGING TECH JOB POSTINGS [job roles + skills]
17% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

<table>
<thead>
<tr>
<th>Year</th>
<th>Est.</th>
<th>Proj.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>140,000</td>
<td>141,000</td>
</tr>
<tr>
<td>2017</td>
<td>141,000</td>
<td>142,000</td>
</tr>
<tr>
<td>2018</td>
<td>142,000</td>
<td>143,000</td>
</tr>
<tr>
<td>2019</td>
<td>143,000</td>
<td>144,000</td>
</tr>
<tr>
<td>2020</td>
<td>144,000</td>
<td>145,000</td>
</tr>
<tr>
<td>2021</td>
<td>145,000</td>
<td>146,000</td>
</tr>
<tr>
<td>2022</td>
<td>146,000</td>
<td>147,000</td>
</tr>
</tbody>
</table>

Projected growth of +1,842 jobs and +1.3%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>24,702</td>
<td>+1.5%</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity² and Systems</td>
<td>21,884</td>
<td>+1.2%</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>19,831</td>
<td>+0.8%</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>7,539</td>
<td>+0.4%</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>5,612</td>
<td>+0.6%</td>
</tr>
</tbody>
</table>

²The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

³2022 projection

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>Industry</th>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>40,856</td>
<td>+2.7%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>24,854</td>
<td>+1.3%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>13,745</td>
<td>+4.8%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>10,011</td>
<td>+0.1%</td>
</tr>
</tbody>
</table>

²2022 projection

TECH OCCUPATION WAGES [by percentile]

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Wage (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>£25K</td>
</tr>
<tr>
<td>25th</td>
<td>£50K</td>
</tr>
<tr>
<td>50th</td>
<td>£75K</td>
</tr>
<tr>
<td>75th</td>
<td>£90K</td>
</tr>
<tr>
<td>90th</td>
<td>£115K</td>
</tr>
</tbody>
</table>

Estimated median tech wage £39,937, 49% higher than median national wage⁴

⁴Wage data subject to revisions and may not be directly comparable to prior years

Monthly tech job posting trending

Projected hiring activity via job postings

Annual tech occupation wages

Estimated tech occupation growth
Northern Ireland

STATE OF TECHNOLOGY SUMMARY

39,765 NET TECH EMPLOYMENT
4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
2,075 TECH BUSINESS ESTABLISHMENTS (firms with payroll)
16,791 EMPLOYER JOB POSTINGS (2021 total for tech occupations)
3,711 EMERGING TECH JOB POSTINGS (job roles + skills)
22% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others |
Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

0 10,000 20,000 30,000 40,000 45,000


+161 jobs
+0.4%

Projected growth of +698 jobs and +1.8%

EMPLOYER HIRING ACTIVITY VIA JOB POSTINGS

Monthly tech job posting trending

LEADING TECH OCCUPATIONS

Software Development and Web Design
IT Analysts, Cybersecurity and Systems
IT Support and Operations Technicians
Network and Telecommunications Engineers
IT Project Managers

2021
8,089
5,560
3,747
2,541
1,666

2022 % Change
+1.6%
+1.4%
+1.2%
+2.0%
+1.4%

Leading tech occupation categories include specific roles and skills, encompassing IT, Cybersecurity, Systems Analysts, Network Engineers, and IT Project Managers.

LEADING TECH INDUSTRY SECTORS (by employment)

2021
2022 % Change
IT Consultancy and Services
6,766
+1.9%
Telecom, Data Processing, Web Portals
6,422
+3.5%
Software and Custom Development
8,913
+2.0%
Tech Manufacturing
4,286
+1.1%

2022 projection | Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES (by percentile)

Estimated median tech wage £34,524, 46% higher than median national wage

10th £K
25th
50th
75th
90th

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 14
METRO AREA SNAPSHOTs
Belfast

STATE OF TECHNOLOGY SUMMARY

26,334 NET TECH EMPLOYMENT

6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

1,295 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

14,618 EMPLOYER JOB POSTINGS [2021 total for tech occupations]

3,407 EMERGING TECH JOB POSTINGS [job roles + skills]

23% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

+58 jobs +0.2%

Projected growth of +418 jobs and +1.6%

LEADING TECH OCCUPATIONS

Software Development and Web Design 5,991 +1.7%

IT Analysts, Cybersecurity2 and Systems 3,638 +1.1%

IT Support and Operations Technicians 2,235 +1.0%

IT Project Managers 1,740 +1.9%

Network and Telecommunications Engineers 903 +0.8%

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

IT Consultancy and Services 4,890 +1.3%

Telecom, Data Processing, Web Portals 3,450 +2.0%

Software and Custom Development 7,884 +2.6%

Tech Manufacturing 2,655 +1.9%

£75K

£50K

£25K

£K

10th 25th 50th 75th 90th

Estimated median tech wage £34,599, 41% higher than median national wage4

22022 projection | 4Wage data subject to revisions and may not be directly comparable to prior years

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 16
Birmingham

STATE OF TECHNOLOGY SUMMARY

39,395  NET TECH EMPLOYMENT
5.8%  NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
3,129  TECH BUSINESS ESTABLISHMENTS [firms with payroll]
25,174  EMPLOYER JOB POSTINGS [2021 total for tech occupations]
3,697  EMERGING TECH JOB POSTINGS [job roles + skills]
15%  EMERGING TECH JOB POSTINGS AS A % OF TOTAL

Net tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

<p>|</p>
<table>
<thead>
<tr>
<th>NET TECH EMPLOYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>16,800</td>
</tr>
<tr>
<td>+1,436 jobs</td>
</tr>
</tbody>
</table>

Projected growth of +701 jobs and +1.8%

<table>
<thead>
<tr>
<th>LEADING TECH OCCUPATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purpose</td>
</tr>
<tr>
<td>Software Development and Web Design</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity and Systems</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
</tr>
<tr>
<td>IT Project Managers</td>
</tr>
</tbody>
</table>

2022 projection | The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

<table>
<thead>
<tr>
<th>LEADING TECH INDUSTRY SECTORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
</tr>
<tr>
<td>Software and Custom Development</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
</tr>
</tbody>
</table>

2022 projection | Wage data subject to revisions and may not be directly comparable to prior years

<table>
<thead>
<tr>
<th>TECH OCCUPATION WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimated median tech wage £37,273, 41% higher than median national wage</td>
</tr>
</tbody>
</table>

10th | 25th | 50th | 75th | 90th
**State of the Tech Workforce UK**

NET TECH EMPLOYMENT

- **47,720** NET TECH EMPLOYMENT
- **7.6%** NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- **3,847** TECH BUSINESS ESTABLISHMENTS (firms with payroll)
- **29,013** EMPLOYER JOB POSTINGS (2021 total for tech occupations)
- **4,905** EMERGING TECH JOB POSTINGS (job roles + skills)
- **17%** EMERGING TECH JOB POSTINGS AS A % OF TOTAL

**State of Technology Summary**

55.7% intersection = 47,720 NET TECH EMPLOYMENT

**Projected growth of +1,231 jobs and +2.6%**

**Leading Tech Occupations**

- **Software Development and Web Design**
  - 2021: 9,042
  - 2022: +2.4%
- **IT Analysts, Cybersecurity**
  - 2021: 6,457
  - 2022: +2.2%
- **IT Support and Operations Technicians**
  - 2021: 4,937
  - 2022: +1.3%
- **Network and Telecommunications Engineers**
  - 2021: 2,793
  - 2022: +1.6%
- **IT Project Managers**
  - 2021: 1,980
  - 2022: +1.7%

**Leading Tech Industry Sectors**

- **IT Consultancy and Services**
  - 2021: 17,149
  - 2022: +5.0%
- **Telecom, Data Processing, Web Portals**
  - 2021: 6,893
  - 2022: +2.0%
- **Software and Custom Development**
  - 2021: 7,599
  - 2022: +5.3%
- **Tech Manufacturing**
  - 2021: 1,833
  - 2022: -0.6%

**Tech Occupation Wages**

- **Estimated median tech wage £39,864, 55% higher than median national wage**

**Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 18**
Cardiff

STATE OF TECHNOLOGY SUMMARY

23,835  NET TECH EMPLOYMENT
5.1%  NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
1,563  TECH BUSINESS ESTABLISHMENTS [firms with payroll]
5,996  EMPLOYER JOB POSTINGS [2021 total for tech occupations]
1,062  EMERGING TECH JOB POSTINGS [job roles + skills]
18%  EMERGING TECH JOB POSTINGS AS A % OF TOTAL

NET TECH EMPLOYMENT

1,563 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
1,062 EMERGING TECH JOB POSTINGS [job roles + skills]
18% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

39.1% intersection = 23,835 NET TECH EMPLOYMENT

Projected growth of +338 jobs and +1.4%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>3,747</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity² and Systems</td>
<td>3,259</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>2,863</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>1,386</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>1,031</td>
</tr>
</tbody>
</table>

²The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>3,638</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>4,650</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>1,758</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>3,779</td>
</tr>
</tbody>
</table>

³2022 projection | ⁴Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage £35,116, 40% higher than median national wage⁴

10th 25th 50th 75th 90th

0 £K
25K £50K £75K

Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others
Edinburgh

STATE OF TECHNOLOGY SUMMARY

36,557 NET TECH EMPLOYMENT\(^1\)
8.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
2,410 TECH BUSINESS ESTABLISHMENTS (firms with payroll)
20,667 EMPLOYER JOB POSTINGS (2021 total for tech occupations)
4,575 EMERGING TECH JOB POSTINGS (job roles + skills)
22% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

\(^1\)Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

![Graph showing net tech employment over time]

Projected growth of +516 jobs and +1.4%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change(^3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>7,689</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity(^2) and Systems</td>
<td>5,998</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>5,016</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>1,695</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>1,276</td>
</tr>
</tbody>
</table>

\(^2\)The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

\(^3\)2022 projection

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change(^3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>13,230</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>3,671</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>5,661</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>2,758</td>
</tr>
</tbody>
</table>

\(^3\)2022 projection

TECH OCCUPATION WAGES [by percentile]

 Estimated median tech wage £40,106, 49% higher than median national wage\(^4\)

\(^4\)Wage data subject to revisions and may not be directly comparable to prior years
Glasgow

STATE OF TECHNOLOGY SUMMARY

39,818 NET TECH EMPLOYMENT
7.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
2,149 TECH BUSINESS ESTABLISHMENTS (firms with payroll)
16,301 EMPLOYER JOB POSTINGS (2021 total for tech occupations)
2,329 EMERGING TECH JOB POSTINGS (job roles + skills)
14% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT

Projected growth of +749 jobs and +1.9%

LEADING TECH OCCUPATIONS

Software Development and Web Design  7,153  2.5%
IT Analysts, Cybersecurity2 and Systems  6,225  1.9%
IT Support and Operations Technicians  5,722  1.0%
Network and Telecommunications Engineers  2,128  0.5%
IT Project Managers  1,417  1.5%

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

IT Consultancy and Services  13,854  +3.1%
Telecom, Data Processing, Web Portals  6,689  +1.3%
Software and Custom Development  3,877  +7.1%
Tech Manufacturing  1,979  -0.2%

2022 projection  4Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage £39,650, 47% higher than median national wage

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 21
Leeds

STATE OF TECHNOLOGY SUMMARY

34,511 NET TECH EMPLOYMENT
7.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
2,352 TECH BUSINESS ESTABLISHMENTS (firms with payroll)
22,087 EMPLOYER JOB POSTINGS [2021 total for tech occupations]
3,045 EMERGING TECH JOB POSTINGS [job roles + skills]
14% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

1Net of tech industry + tech occupation + self-employed |Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others |
Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

NET TECH EMPLOYMENT


Projected growth of +151 jobs and +0.4%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>7,155</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity and Systems</td>
<td>5,900</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>3,736</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>1,754</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>1,463</td>
</tr>
</tbody>
</table>

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS (by employment)

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>10,642</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>4,925</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>4,899</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>597</td>
</tr>
</tbody>
</table>

32022 projection | 4Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES (by percentile)

Estimated median tech wage £39,365, 52% higher than median national wage

<table>
<thead>
<tr>
<th>Percentile</th>
<th>£K</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>75K</td>
</tr>
<tr>
<td>25th</td>
<td>50K</td>
</tr>
<tr>
<td>50th</td>
<td>25K</td>
</tr>
<tr>
<td>75th</td>
<td>-</td>
</tr>
<tr>
<td>90th</td>
<td>-</td>
</tr>
</tbody>
</table>
STATE OF TECHNOLOGY SUMMARY

18,065 NET TECH EMPLOYMENT

4.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

1,594 TECH BUSINESS ESTABLISHMENTS (firms with payroll)

9,054 EMPLOYER JOB POSTINGS (2020 total for tech occupations)

933 EMERGING TECH JOB POSTINGS (job roles + skills)

10% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

NET TECH EMPLOYMENT

+63 jobs
+0.4%

Projected growth of -13 jobs and -0.1%

LEADING TECH OCCUPATIONS

Software Development and Web Design 3,329 +0.3%
IT Analysts, Cybersecurity and Systems 2,747 +0.5%
IT Support and Operations Technicians 2,364 +0.5%
Network and Telecommunications Engineers 942 -0.9%
IT Project Managers 838 +0.1%

LEADING TECH INDUSTRY SECTORS (by employment)

IT Consultancy and Services 4,489 +2.6%
Telecom, Data Processing, Web Portals 2,849 -4.8%
Software and Custom Development 3,818 -2.9%
Tech Manufacturing 273 -2.6%

LEADER TECH OCCUPATION WAGES (by percentile)

Estimated median tech wage £38,661, 54% higher than median national wage 4

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

32022 projection

4Wage data subject to revisions and may not be directly comparable to prior years

2022 % Change 3

10th 25th 50th 75th 90th

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 23
London

**State of Technology Summary**

- **Net Tech Employment**: 405,034
- **Net Employment as a % of Overall Workforce**: 8.5%
- **Tech Business Establishments** (firms with payroll): 44,831
- **Employer Job Postings** (2021 total for tech occupations): 32,111
- **Emerging Tech Job Postings** (job roles + skills): 4,464
- **Emerging Tech Job Postings as a % of Total**: 14%

---

**Net Tech Employment**

- 2016: 450,000
- 2017: 445,000
- 2018: 450,000
- 2019: 452,658
- 2020 est.: 455,000
- 2021 proj.: 450,000

Projected growth of -869 jobs and -0.2%

---

**Leading Tech Occupations**

- **Software Development and Web Design**: 81,621 (2021), +0.2%
- **IT Analysts, Cybersecurity and Systems**: 72,234 (2021), +0.1%
- **IT Support and Operations Technicians**: 40,381 (2021), +0.3%
- **IT Project Managers**: 20,108 (2021), +0.2%
- **Network and Telecommunications Engineers**: 15,637 (2021), +0.4%

---

**Leading Tech Industry Sectors**

- **IT Consultancy and Services**: 130,092 (2021), -1.4%
- **Telecom, Data Processing, Web Portals**: 51,958 (2021), -0.9%
- **Software and Custom Development**: 51,935 (2021), -0.2%
- **Tech Manufacturing**: 3,054 (2021), -1.5%

---

**Tech Occupation Wages**

- Estimated median tech wage £49,684, 44% higher than median national wage

---

1. Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details
2. The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.
3. 2022 projection
4. Wage data subject to revisions and may not be directly comparable to prior years

---

Copyright © 2022 CompTIA | CompTIA.org | State of the Tech Workforce UK | Page 24
Newcastle

STATE OF TECHNOLOGY SUMMARY

28,509 NET TECH EMPLOYMENT

5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

1,773 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

1,016 EMPLOYER JOB POSTINGS [2020 total for tech occupations]

92 EMERGING TECH JOB POSTINGS [job roles + skills]

9% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

1,016 EMPLOYER JOB POSTINGS [2020 total for tech occupations]

92 EMERGING TECH JOB POSTINGS [job roles + skills]

9% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

NET TECH EMPLOYMENT


23,000 22,000 21,000 20,000 19,000 18,000 17,000

Projected growth of +38 jobs and +0.1%

LEADING TECH OCCUPATIONS

2022 % Change

Software Development and Web Design 4,469 -0.2%
IT Analysts, Cybersecurity and Systems 3,758 0.2%
IT Support and Operations Technicians 3,574 -0.2%
Network and Telecommunications Engineers 1,138 -0.3%
IT Project Managers 1,054 -0.2%

The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

2022 % Change

IT Consultancy and Services 6,501 -2.0%
Telecom, Data Processing, Web Portals 8,808 +1.6%
Software and Custom Development 2,087 -2.0%
Tech Manufacturing 1,651 +2.4%

2022 projection | Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES [by percentile]

£75K £50K £25K £K

10th 25th 50th 75th 90th

Estimated median tech wage £36,017, 51% higher than median national wage

Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others | Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details
Manchester

STATE OF TECHNOLOGY SUMMARY

79,958 NET TECH EMPLOYMENT
5.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
6,408 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
45,543 EMPLOYER JOB POSTINGS [2020 total for tech occupations]
7,230 EMERGING TECH JOB POSTINGS [job roles + skills]
16% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

49.7% intersection = 79,958 NET TECH EMPLOYMENT

NET TECH EMPLOYMENT

Projected growth of +976 jobs and +1.2%

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>13,547</td>
<td>+1.3%</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity and Systems</td>
<td>11,286</td>
<td>+1.0%</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>9,070</td>
<td>+0.9%</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>4,212</td>
<td>+0.7%</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>3,392</td>
<td>+1.2%</td>
</tr>
</tbody>
</table>

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>Industry</th>
<th>2021</th>
<th>2022 % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>23,056</td>
<td>+2.9%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>12,273</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>9,613</td>
<td>+3.8%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>2,714</td>
<td>-4.7%</td>
</tr>
</tbody>
</table>

TECH OCCUPATION WAGES [by percentile]

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Wage £</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>25K</td>
</tr>
<tr>
<td>25th</td>
<td>50K</td>
</tr>
<tr>
<td>50th</td>
<td>75K</td>
</tr>
<tr>
<td>75th</td>
<td>90th</td>
</tr>
</tbody>
</table>

Estimated median tech wage £38,684, 50% higher than median national wage

NET OF TECH INDUSTRY + TECH OCCUPATION + SELF-EMPLOYED | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others |

Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

2The cybersecurity job roles do not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

3Wage data subject to revisions and may not be directly comparable to prior years

4Wage data subject to revisions and may not be directly comparable to prior years
Nottingham

STATE OF TECHNOLOGY SUMMARY

32,410 NET TECH EMPLOYMENT
6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
2,149 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
16,047 EMPLOYER JOB POSTINGS [2021 total for tech occupations]
2,062 EMERGING TECH JOB POSTINGS [job roles + skills]
13% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

50.3% intersection = 32,410 NET TECH EMPLOYMENT

NET TECH EMPLOYMENT

<table>
<thead>
<tr>
<th>Year</th>
<th>Tech Industry Jobs</th>
<th>Tech Occupation Jobs</th>
<th>Projected growth of +621 jobs and +1.9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>22,145</td>
<td>21,406</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021 est.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2022 proj.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LEADING TECH OCCUPATIONS

- Software Development and Web Design: 5,424 +2.5%
- IT Analysts, Cybersecurity and Systems: 4,318 +1.1%
- IT Support and Operations Technicians: 4,098 +2.2%
- Network and Telecommunications Engineers: 1,633 +1.2%
- IT Project Managers: 1,390 +1.6%

LEADING TECH INDUSTRY SECTORS

- IT Consultancy and Services: 9,540 +4.4%
- Telecom, Data Processing, Web Portals: 5,820 -0.9%
- Software and Custom Development: 4,682 +5.3%
- Tech Manufacturing: 1,199 +4.5%

TECH OCCUPATION WAGES

- Estimated median tech wage £36,505, 45% higher than median national wage

1Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of EMSI Burning Glass, UK Office of National Statistics and others |
Data estimates cover 2021-2022 time period or most recently available | See report Methodology for details

2The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

32022 projection

4Wage data subject to revisions and may not be directly comparable to prior years
Sheffield

STATE OF TECHNOLOGY SUMMARY

29,176 NET TECH EMPLOYMENT
5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
1,954 TECH BUSINESS ESTABLISHMENTS (firms with payroll)
9,475 EMPLOYER JOB POSTINGS (2021 total for tech occupations)
1,342 EMERGING TECH JOB POSTINGS [job roles + skills]
14% EMERGING TECH JOB POSTINGS AS A % OF TOTAL

NET TECH EMPLOYMENT

![Graph showing tech employment trends]

LEADING TECH OCCUPATIONS

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Development and Web Design</td>
<td>4,949</td>
<td>+0.9%</td>
</tr>
<tr>
<td>IT Analysts, Cybersecurity² and Systems</td>
<td>4,849</td>
<td>+1.2%</td>
</tr>
<tr>
<td>IT Support and Operations Technicians</td>
<td>3,819</td>
<td>+0.4%</td>
</tr>
<tr>
<td>Network and Telecommunications Engineers</td>
<td>1,639</td>
<td>-0.5%</td>
</tr>
<tr>
<td>IT Project Managers</td>
<td>1,117</td>
<td>+0.8%</td>
</tr>
</tbody>
</table>

²The cybersecurity job roles does not yet have a dedicated occupation category, but rather spans several categories. For reporting purposes, it is grouped with IT and Systems Analysts.

LEADING TECH INDUSTRY SECTORS [by employment]

<table>
<thead>
<tr>
<th>Industry</th>
<th>2021</th>
<th>2022 % Change³</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Consultancy and Services</td>
<td>6,733</td>
<td>+0.9%</td>
</tr>
<tr>
<td>Telecom, Data Processing, Web Portals</td>
<td>5,709</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Software and Custom Development</td>
<td>2,048</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Tech Manufacturing</td>
<td>1,060</td>
<td>-0.5%</td>
</tr>
</tbody>
</table>

³2022 projection | ⁴Wage data subject to revisions and may not be directly comparable to prior years

TECH OCCUPATION WAGES [by percentile]

<table>
<thead>
<tr>
<th>Percentile</th>
<th>£K</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>£20</td>
</tr>
<tr>
<td>25th</td>
<td>£30</td>
</tr>
<tr>
<td>50th</td>
<td>£40</td>
</tr>
<tr>
<td>75th</td>
<td>£50</td>
</tr>
<tr>
<td>90th</td>
<td>£60</td>
</tr>
</tbody>
</table>

Estimated median tech wage £38,977, 53% higher than median national wage⁴
APPENDIX TABLES
## TECH OCCUPATION EMPLOYMENT DETAIL

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Technology and Telecommunications Directors</td>
<td>91,883</td>
<td>92,713</td>
<td>829</td>
<td>1%</td>
</tr>
<tr>
<td>IT Specialist Managers</td>
<td>214,353</td>
<td>215,734</td>
<td>1,380</td>
<td>1%</td>
</tr>
<tr>
<td>IT Project and Programme Managers</td>
<td>84,984</td>
<td>85,601</td>
<td>617</td>
<td>1%</td>
</tr>
<tr>
<td>IT Business Analysts, Architects and Systems Designers</td>
<td>120,860</td>
<td>121,638</td>
<td>778</td>
<td>1%</td>
</tr>
<tr>
<td>Programmers and Software Development Professionals</td>
<td>301,199</td>
<td>303,925</td>
<td>2,727</td>
<td>1%</td>
</tr>
<tr>
<td>Web Design and Development Professionals</td>
<td>50,904</td>
<td>51,343</td>
<td>439</td>
<td>1%</td>
</tr>
<tr>
<td>Information Technology and Telecommunications Professionals n.e.c.</td>
<td>179,306</td>
<td>180,653</td>
<td>1,348</td>
<td>1%</td>
</tr>
<tr>
<td>IT Operations Technicians</td>
<td>109,392</td>
<td>110,007</td>
<td>615</td>
<td>1%</td>
</tr>
<tr>
<td>IT User Support Technicians</td>
<td>111,355</td>
<td>112,107</td>
<td>751</td>
<td>1%</td>
</tr>
<tr>
<td>Telecommunications Engineers</td>
<td>54,323</td>
<td>54,612</td>
<td>289</td>
<td>1%</td>
</tr>
<tr>
<td>IT Engineers</td>
<td>47,304</td>
<td>47,627</td>
<td>323</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,365,865</strong></td>
<td><strong>1,375,960</strong></td>
<td><strong>10,095</strong></td>
<td><strong>1%</strong></td>
</tr>
</tbody>
</table>

Sources: EMSI | Burning Glass | CompTIA
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 (51.6%), but many others are employed by organisations across every industry sector in the UK economy (48.4%).

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. 30.95% 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, 11 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.