



IT Labor Market Analysis: Higher Education vs. All Other Industries

United States Regional Report – Mountain West

*Arizona, Colorado, Idaho, Montana, Nevada, New
Mexico, Utah, Wyoming*

IT Forum

Region in Focus: Mountain West

- The Mountain West includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- Unless stated otherwise, this report analyzes online job postings from July 2021 to June 2022.

Key Takeaways

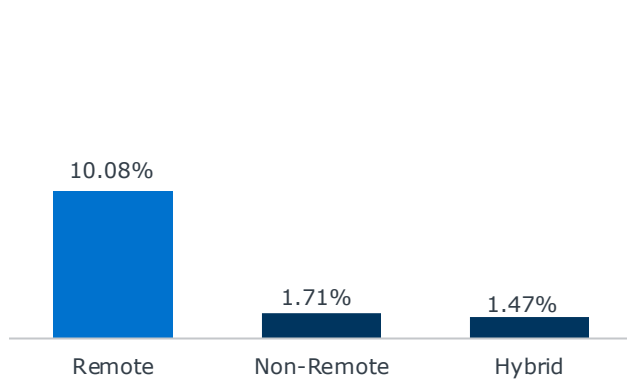
- **Remote Work:** Job postings advertising remote work account for 10.08% of postings in the higher education industry compared to 20.53% of postings in all other industries.
- **In-Demand Titles:** The higher education industry more frequently advertises for "Systems Administrator," "Technician," "Analyst," and "Specialist" positions in all job postings. Among all other industries, "Engineer" and "Developer" positions account for eight of the top ten titles in all job postings. The most frequently advertised job title is "Systems Administrators" in the higher education industry and "Software Engineers" in all other industries.
- **Technical Support:** The higher education industry more heavily emphasizes technical support roles in job postings compared to all other industries. Various IT support positions (e.g., "IT Support Analysts", "IT Support Technicians") account for four of the top ten most popular job titles advertised by the higher education industry, but none of the top ten titles advertised by all other industries. Additionally, while employers in the higher education industry request the skill "technical support" in 16.20% of all postings at a growing rate of +1.74% on average monthly, employers in all other industries request this skill in 8.38% of postings at a slightly decreasing rate of -0.32% on average monthly.
- **Skill Specificity:** While programming languages are the most highly demanded skills in both industry groups, all other industries more frequently request specific programming and software tools, such as "Kubernetes," "React.js," "Node.js," "full stack development," "microservices," and "Docker." The higher education industry more frequently advertises for non-technical IT skills like "newsletters," "finance," "data management," "Microsoft Outlook," and "Salesforce."
- **Experience Levels:** All other industries generally request slightly greater years of experience in job postings than the higher education industry. In all postings, the median years of experience requested of applicants is five years for all other industries compared to three years for the higher education industry.
- **Education Levels:** The higher education industry more frequently advertises desired education levels in both remote and non-remote job postings compared to all other industries. While the higher education industry lists desired education levels in 82.41% of all postings and 88.29% of remote postings, all other industries list desired education levels in 62.68% of all postings and 57.03% of remote postings.



State of IT Jobs in Higher Education vs. Other Industries

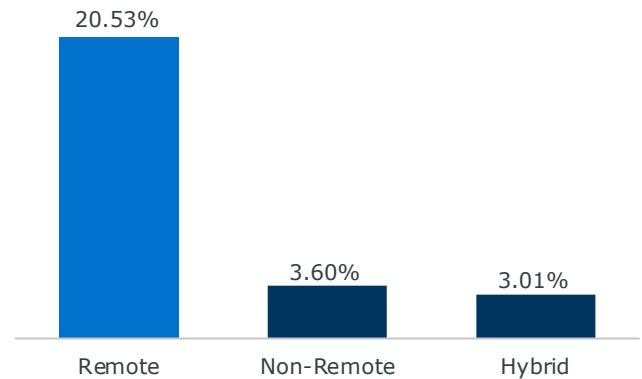
Percentage of Job Postings Advertised by Remote Status (Higher Education)¹

n = 5,041 job postings (508 remote postings)



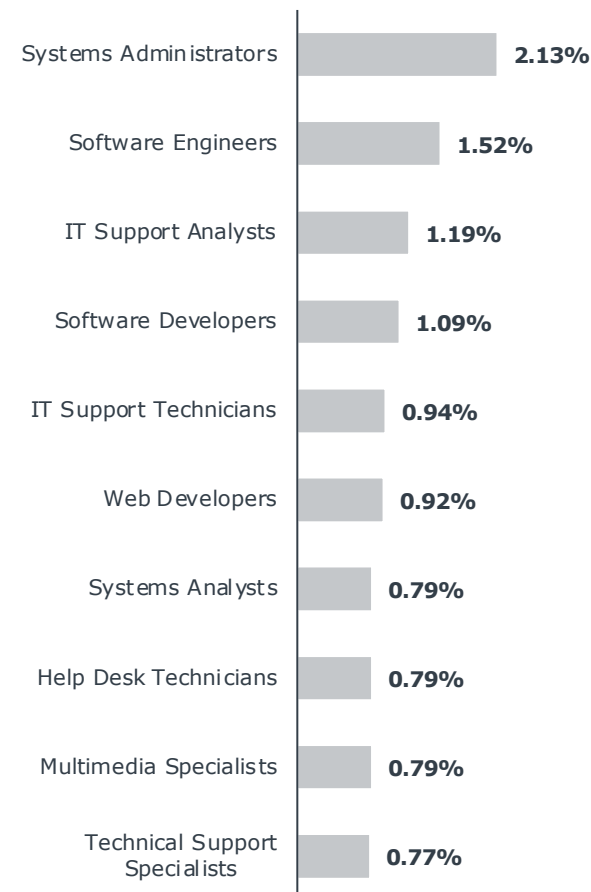
Percentage of Job Postings Advertised by Remote Status (All Other Industries)¹

n = 315,954 job postings (64,873 remote postings)



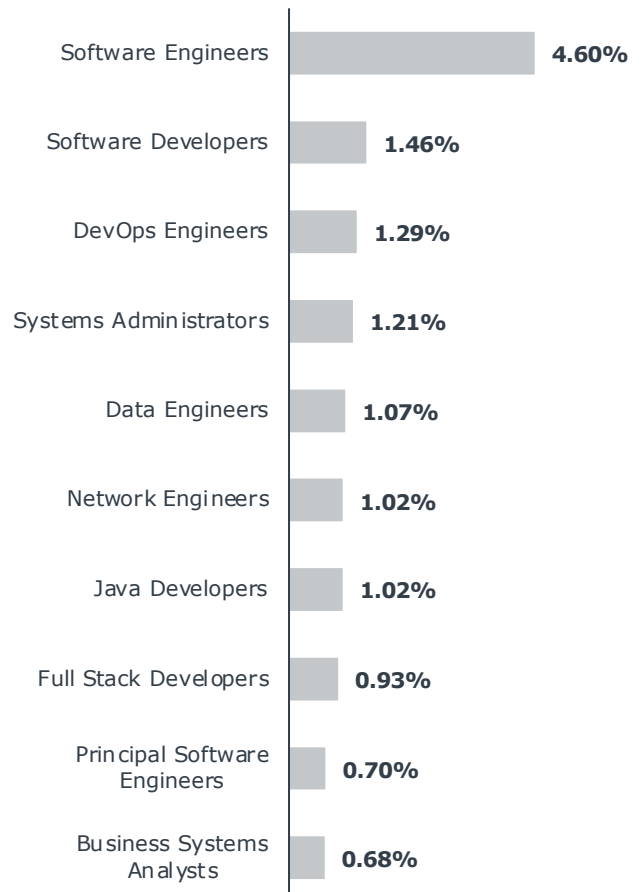
Most Commonly Advertised Job Titles for IT Professionals (Higher Education)

n = 4,787 job postings²



Most Commonly Advertised Job Titles for IT Professionals (All Other Industries)

n = 338,315 job postings



1) All other job postings are not tagged by remote status.

2) Due to periodic data updates completed by EAB's labor market partner, Emsi Burning Glass, the n-value used throughout the report slightly differs.

Source: Emsi Burning Glass; EAB interviews and analysis.

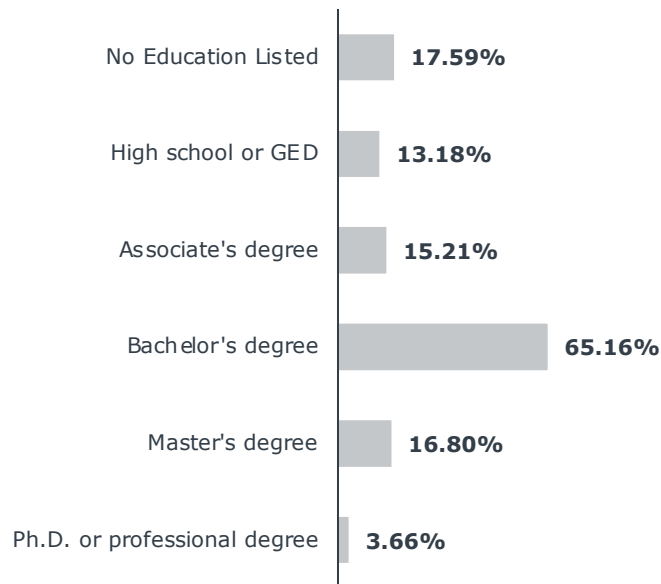
Median Years of Experience Requested of IT Applicants (Higher Education)

n = 5,041 job postings

3 Years

Education Levels Requested of IT Applicants (Higher Education)

n = 4,787 job postings



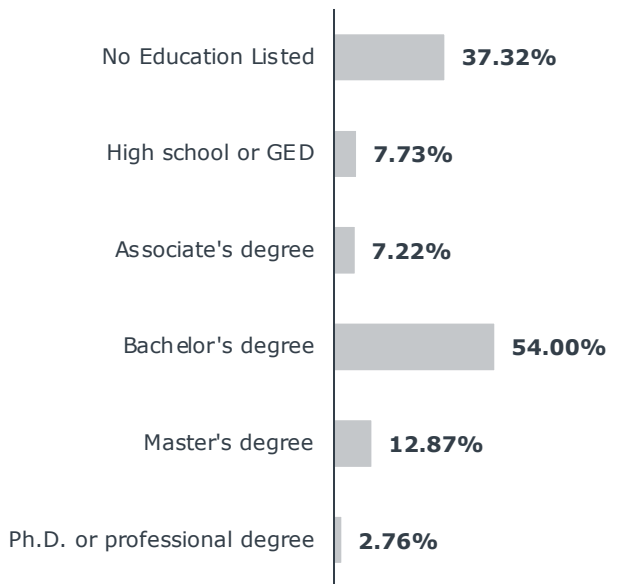
Median Years of Experience Requested of IT Applicants (All Other Industries)

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5 Years

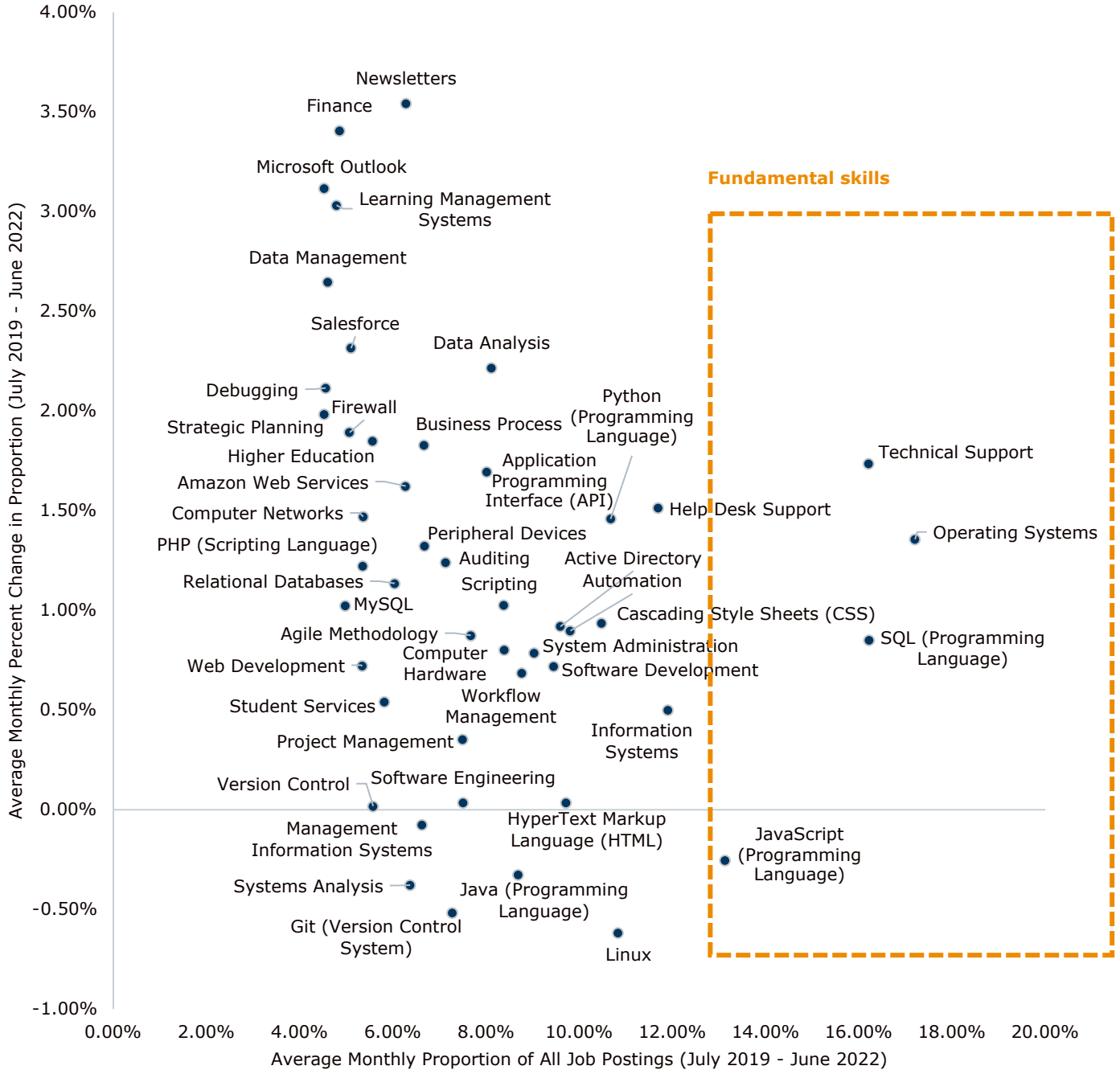
Education Levels Requested of IT Applicants (All Other Industries)

n = 338,315 job postings



Top 50 Skills Requested of IT Professionals (Higher Education)

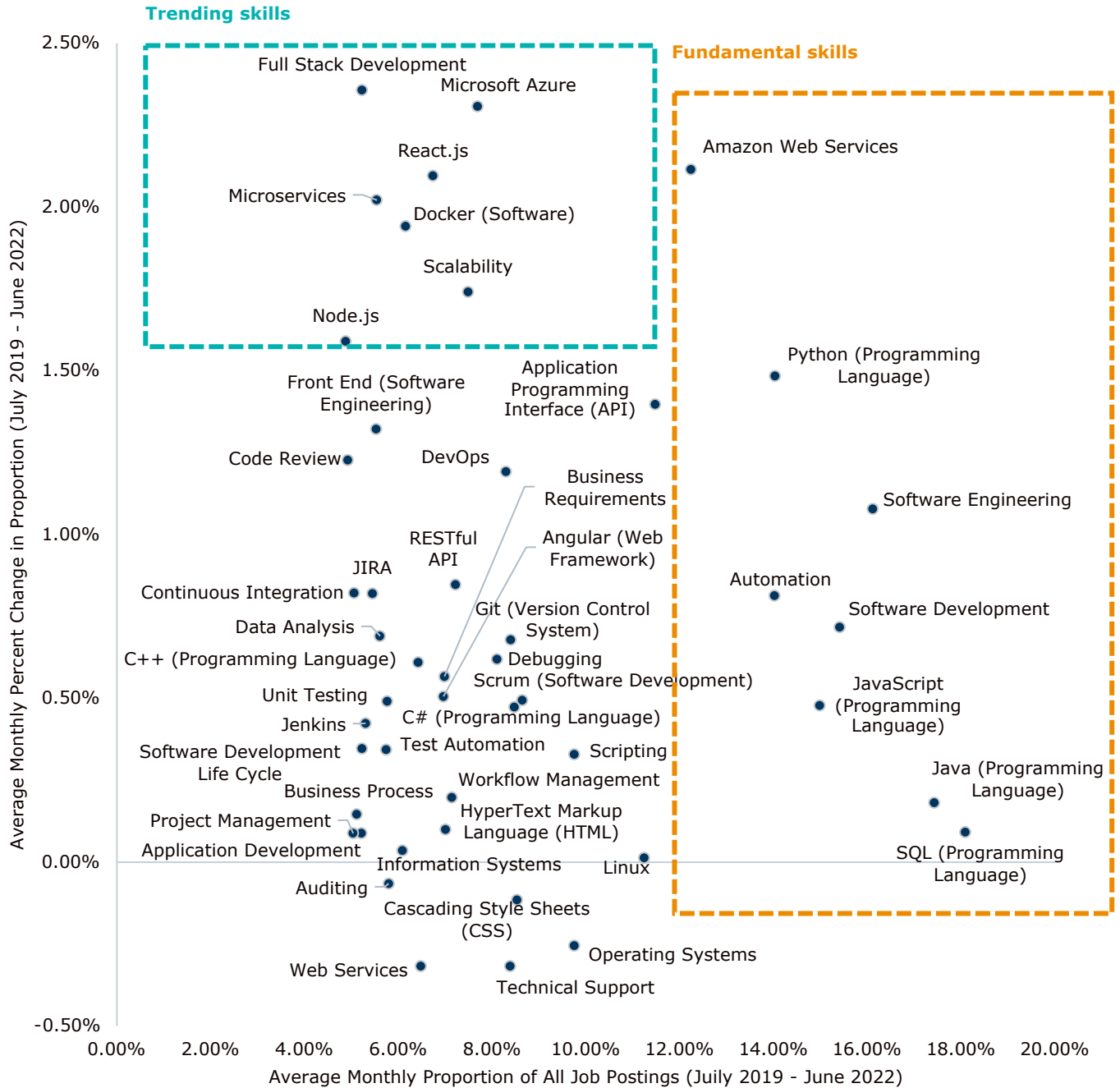
n = 10,649 job postings
July 2019 – June 2022



The skills "computer science" (27.63%, -0.02%), "technical documentation" (4.49%, 5.16%), and "press releases" (7.23%, -2.19%) were excluded from the graph to improve readability.

Top 50 Skills Requested of IT Professionals (All Other Industries)

n = 742,943 job postings
July 2019 – June 2022



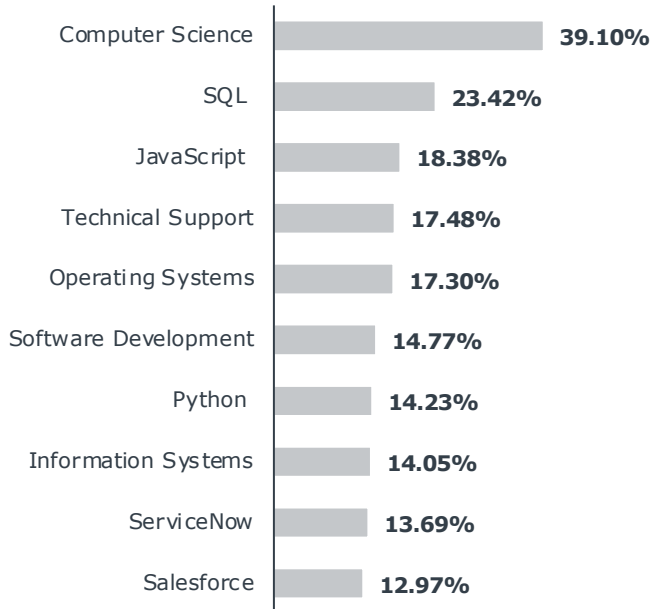
The skills "Kubernetes" (5.37%, 2.90%), "computer science" (25.77%, 0.35%), and "agile methodology" (21.22%, 0.63%) were excluded from the graph to improve readability.



Comparison of Remote Work in Higher Education vs. Other Industries

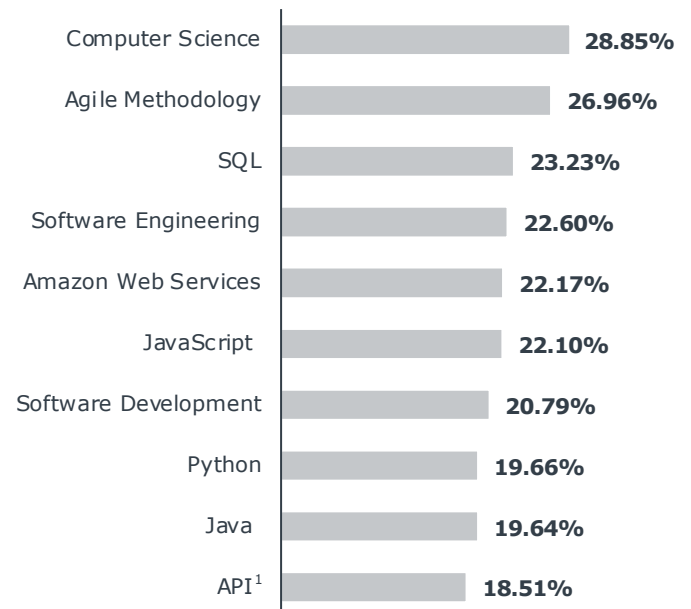
Most Commonly Requested Skills of Remote IT Applicants (Higher Education)

n = 555 job postings



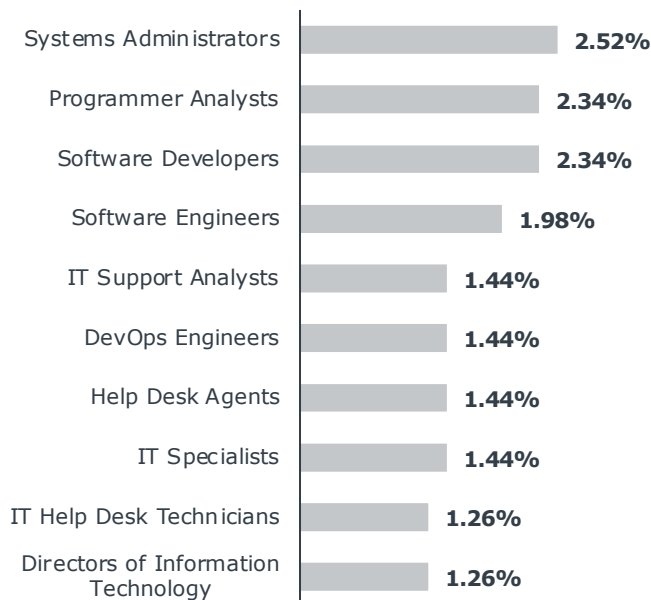
Most Commonly Requested Skills of Remote IT Applicants (All Other Industries)

n = 86,893 job postings



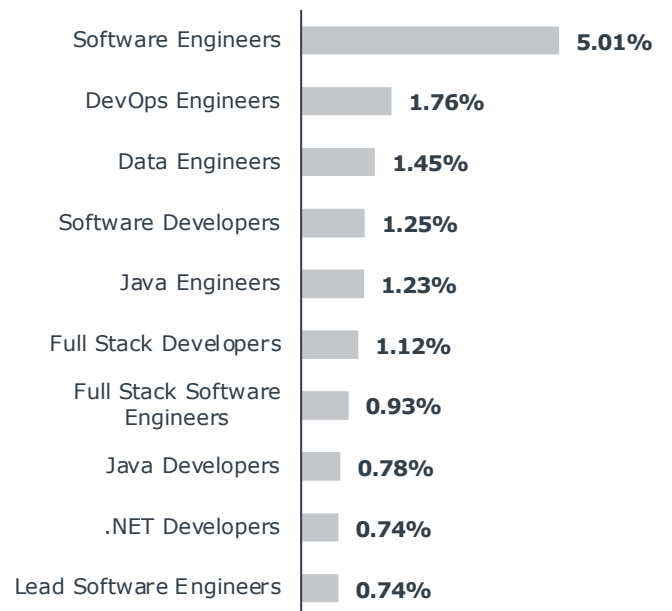
Most Commonly Advertised Job Titles for Remote IT Applicants (Higher Education)

n = 555 job postings



Most Commonly Advertised Job Titles for Remote of IT Applicants (All Other Industries)

n = 86,893 job postings



1) Application programming interface.

Source: Emsi Burning Glass; EAB interviews and analysis.

Median Years of Experience Requested of Remote IT Applicants (Higher Education)

n = 508 job postings

3 Years

Education Levels Requested of Remote IT Applicants (Higher Education)

n = 555 job postings

Median Years of Experience Requested of Remote IT Applicants (All Other Industries)

n = 64,873 job postings

5 Years

Education Levels Requested of Remote IT Applicants (All Other Industries)

n = 86,893 job postings

