



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

United States Regional Report – Northeast

*Connecticut, Maine, Massachusetts, New Hampshire,
New York, Rhode Island, Vermont*

Region in Focus: Northeast

- The Northeast includes Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, and Vermont.
- Unless stated otherwise, this report analyzes online job postings from July 2021 to June 2022.

Key Takeaways

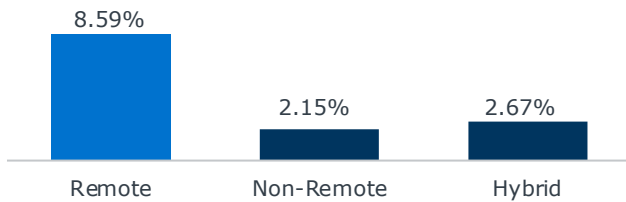
- **Remote Work:** Job postings advertising remote work account for 8.59% of postings in the higher education industry compared to 18.22% of postings in all other industries.
- **In-Demand Titles and Skills:** The higher education industry demonstrates greater demand for "Systems Administrator," "Analyst," "Specialist," and "Technician" positions while all other industries are recruiting more "Engineers" and "Developers." "Programmer Analysts" and "Systems Administrators" are the first and second most frequently advertised titles in the higher education industry, respectively. While "Engineers" and "Developers" account for all of the top ten advertised titles in all other industries, those titles only account for four out of the top ten advertised titles in higher education. Additionally, higher education employers request the skills "operating systems" and "information systems" in 13.95% and 12.44% of job postings on average monthly, respectively, while all other employers request the skill "operating systems" in 6.57% of job postings on average monthly. The skill "information systems" is not among the top 50 skills requested by all other industries.
- **Remote Software Engineers and Developers:** While "Software Engineer" is the most frequently advertised remote job title among both industry groups, all other industries demonstrate greater demand for software engineering and development titles and skills compared to the higher education industry. Employers request the skill "software engineering" in 18.25% of remote job postings on average monthly in all other industries compared to 6.27% of remote job postings on average monthly in the higher education industry. Given the demand for software engineers and developers, CIOs must be more open to flexible work options to compete with all other industries for these roles.
- **Technical Support:** The higher education industry more heavily emphasizes technical support roles in job postings compared to all other industries. While employers in the higher education industry request the skills "technical support" and "help desk support" in 14.77% and 10.46% of all postings on average monthly, respectively, employers in all other industries request the skill "technical support" in 6.69% of postings on average monthly. The skill "help desk support" is not among the top 50 skills requested by all other industries. Additionally, "Technical Support Specialists" and "Technology Support Specialists" are the sixth and eighth most popular job titles advertised by the higher education industry, respectively. Among all other industries, similar technical support positions are not among the top ten job titles.
- **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 "Docker," "Kubernetes," "Node.js," "React.js," "JIRA," and "RESTful API." The higher education industry more frequently requests non-technical IT skills, such as "finance," "project management," "workflow management", and "data management."
- **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. Specifically, while the higher education industry lists desired education levels in 82.60% of all postings and 80.14% of remote postings, all other industries list desired education levels in 58.88% of all postings and 53.97% of remote postings.



State of IT Jobs in Higher Education vs. Other Industries

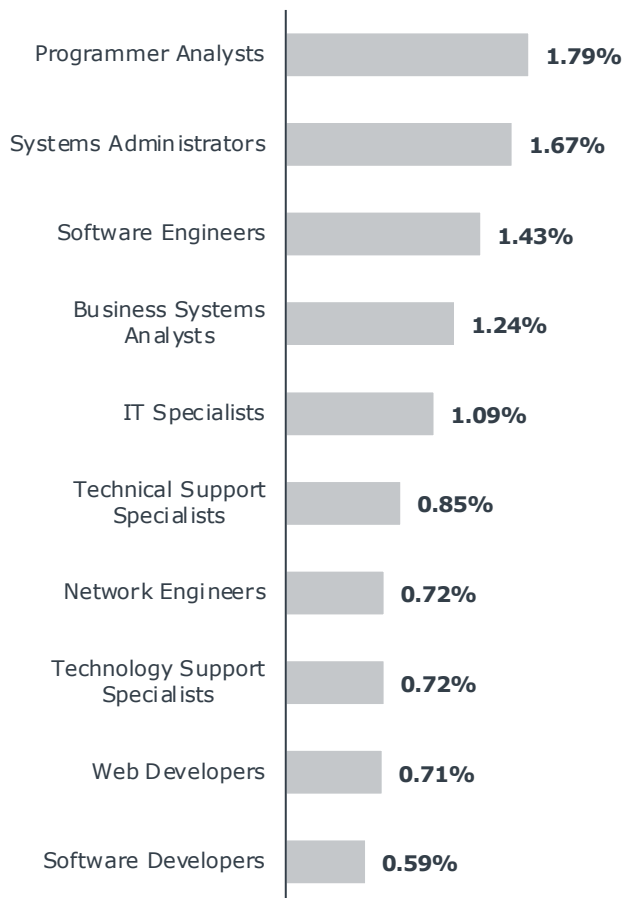
Percentage of Job Postings Advertised by Remote Status (Higher Education)¹

n = 7,781 job postings (668 remote postings)



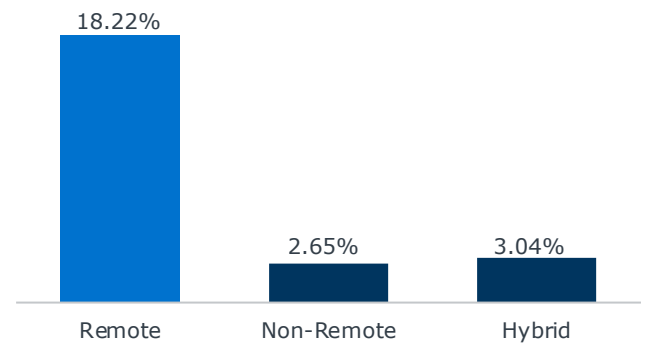
Most Commonly Advertised Job Titles for IT Professionals (Higher Education)

n = 7,321 job postings²



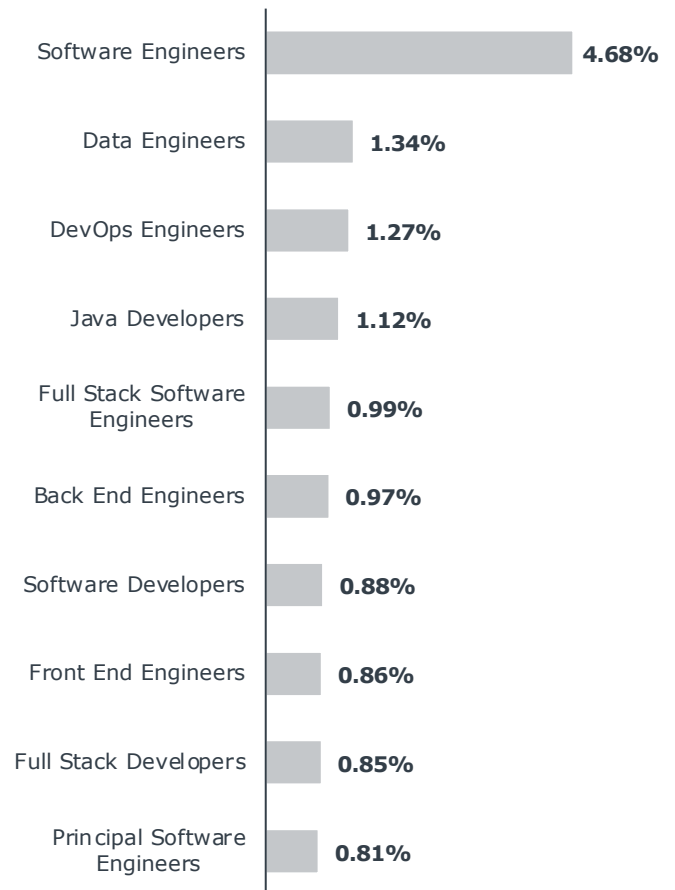
Percentage of Job Postings Advertised by Remote Status (All Other Industries)¹

n = 346,952 job postings (63,207 remote postings)



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

n= 371,591 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-values used throughout the report slightly differ.

Source: Emsi Burning Glass; EAB interviews and analysis.

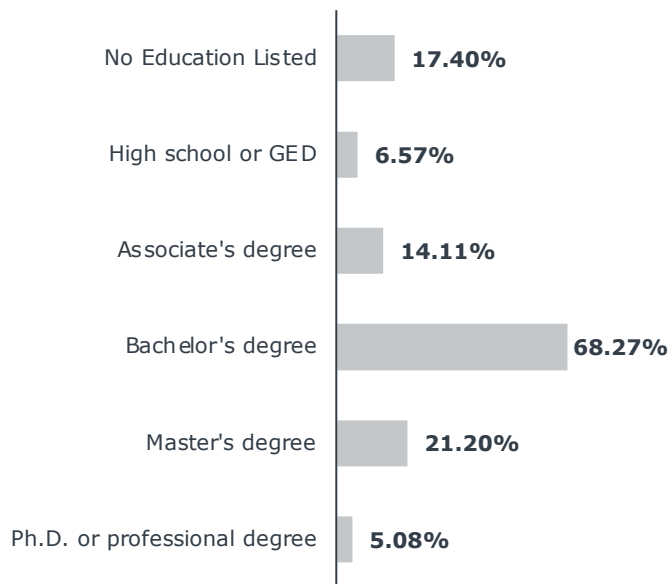
Median Years of Experience Requested of IT Applicants (Higher Education)

n = 7,781 job postings

3 Years

Education Levels Requested of IT Applicants (Higher Education)

n = 7,321 job postings



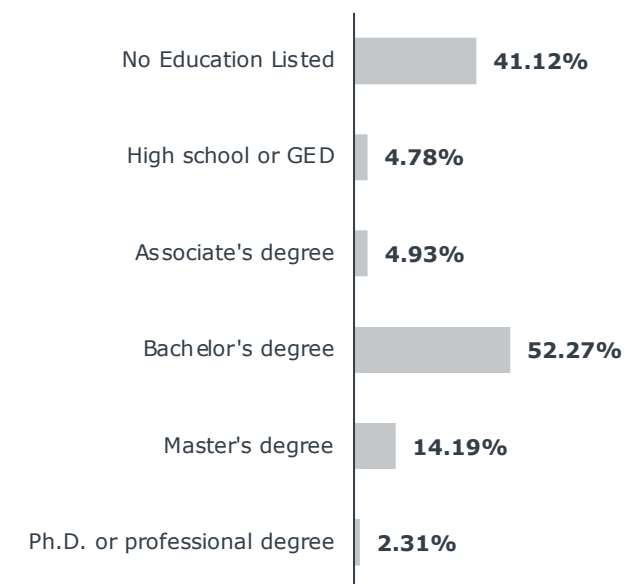
Median Years of Experience Requested of IT Applicants (All Other Industries)

n = 346,952 job postings

5 Years

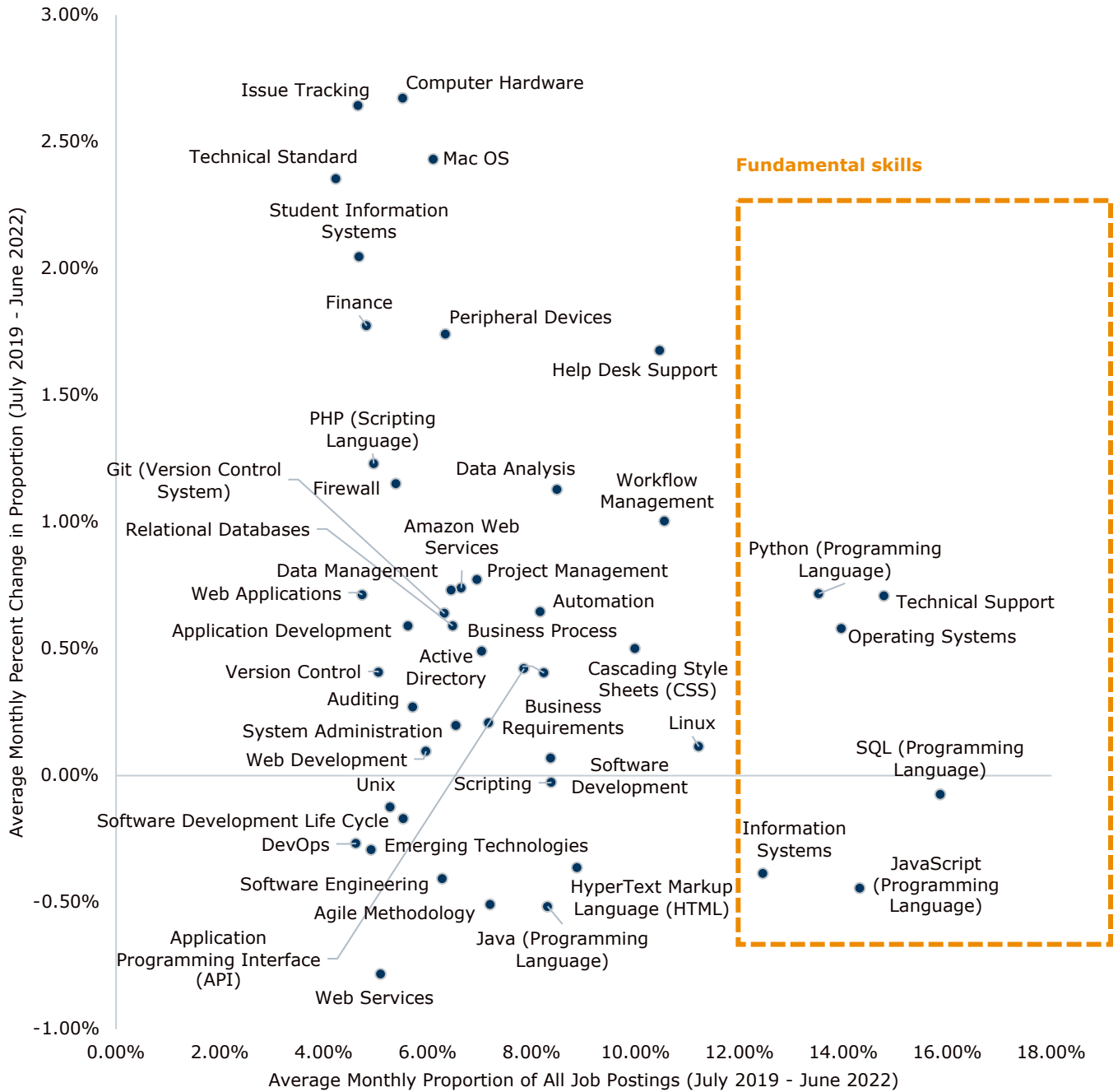
Education Levels Requested of IT Applicants (All Other Industries)

n = 371,591 job postings



Top 50 Skills Requested of IT Professionals (Higher Education)

n = 15,044 job postings
July 2019 – June 2022

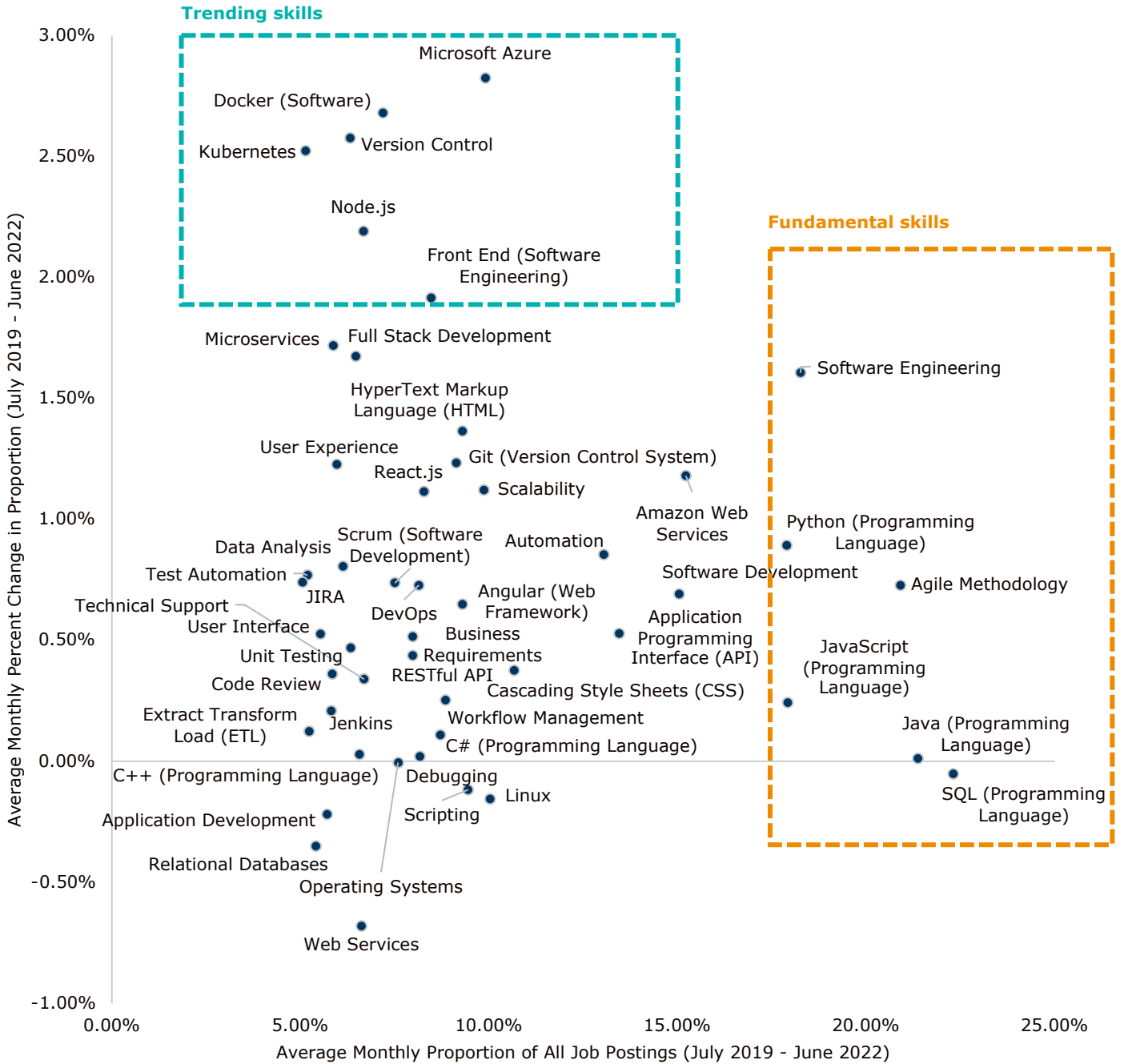


The skills "computer science" (27.77%, 0.01%), "secondary education" (5.69%, 3.53%), and "press releases" (6.43%, 3.11%) were excluded from the graph to improve readability.

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

n = 904,185 job postings

July 2019 – June 2022



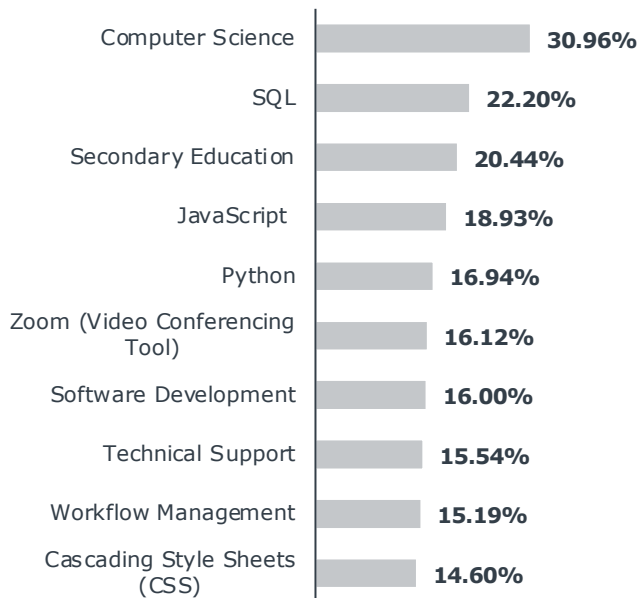
The skills "computer science" (27.73%, 0.10%) and "NoSQL" (4.95%, 3.08%) were excluded from the graph to improve readability.



Comparison of Remote Work in Higher Education vs. Other Industries

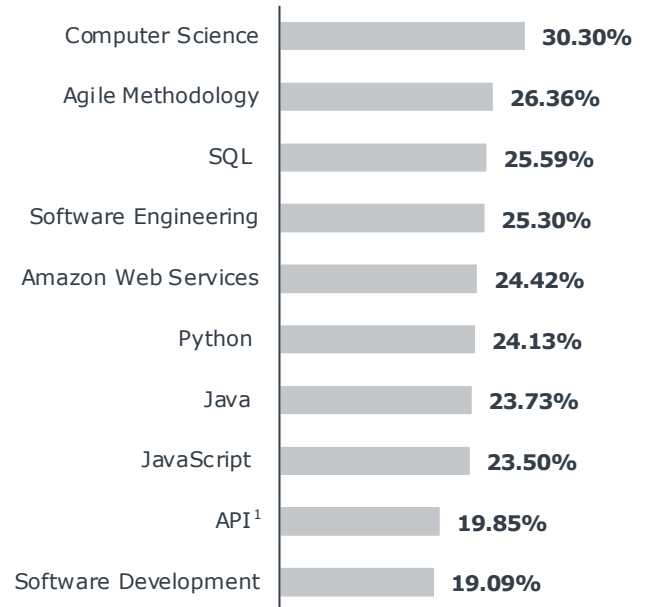
Most Commonly Requested Skills of Remote IT Applicants (Higher Education)

n = 856 job postings



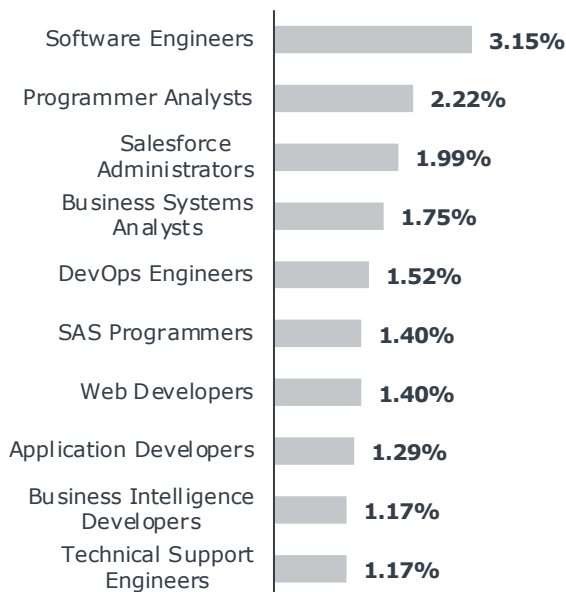
Most Commonly Requested Skills of Remote IT Applicants (All Other Industries)

n = 82,795 job postings



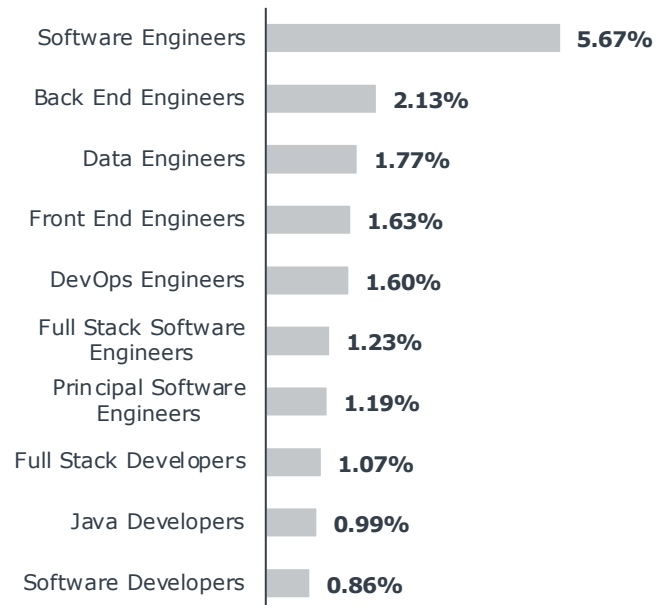
Most Commonly Advertised Job Titles for Remote IT Applicants (Higher Education)

n = 856 job postings



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

n = 82,795 job postings



1) Application programming interface.

Source: Emsi Burning Glass; EAB interviews and analysis.

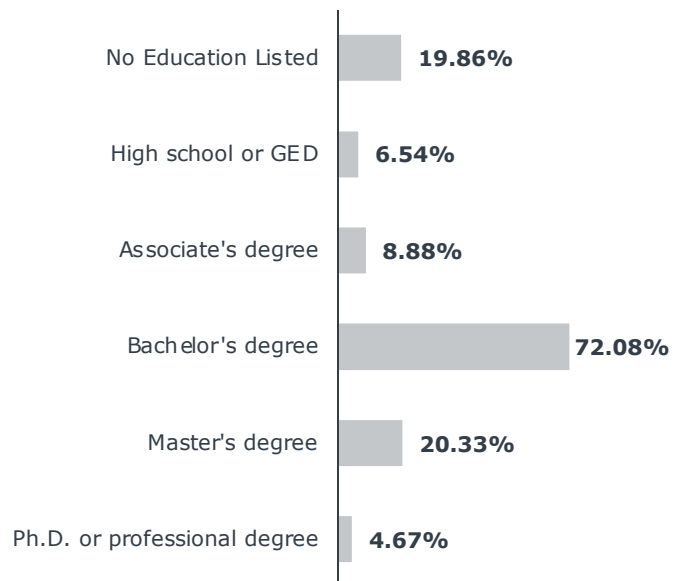
Median Years of Experience Requested of Remote IT Applicants (Higher Education)

n = 668 job postings

3 Years

Education Levels Requested of Remote IT Applicants (Higher Education)

n = 856 job postings



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

n = 63,207 job postings

5 Years

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

n = 82,795 job postings

