



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

United States Regional Report – Pacific West

Alaska, California, Hawaii, Oregon, Washington

IT Forum

Region in Focus: Pacific West

- The Pacific West includes Alaska, California, Hawaii, Oregon, and Washington.
- Unless stated otherwise, this report analyzes online job postings from July 2021 to June 2022

Key Takeaways

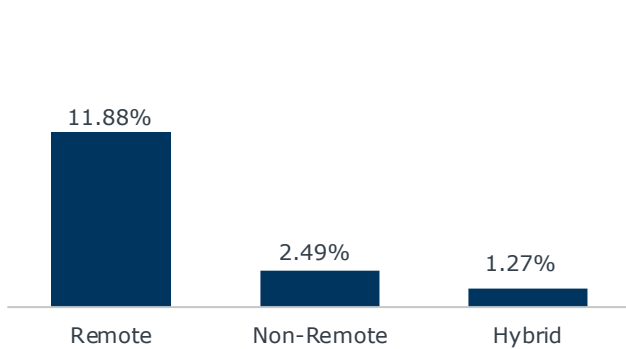
- **Remote Work:** Job postings advertising remote work account for 11.88% of postings in the higher education industry compared to 18.59% of postings in all other industries. The higher education industry in the Pacific West advertises a greater proportion of remote job postings than the higher education industry in any other region of the United States.
- **In-Demand Titles and Skills:** The higher education industry demonstrates greater demand for “Systems Administrator” and “Analyst” positions while all other industries recruit more “Engineers” and “Developers.” “Engineers” and “Developers” account for the top ten job titles advertised by all other industries, but only two of the top ten titles advertised in the higher education industry. Additionally, higher education employers request the skills “information systems” and “operating systems” in 17.04% and 16.87% of job postings on average monthly, respectively, while all other employers request these same skills in 4.92% and 7.90% of job postings on average monthly, respectively.
- **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 21.30% of remote job postings on average monthly in all other industries compared to 6.57% 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. Employers in the higher education industry request the skills “technical support” and “help desk support” in 15.67% and 8.46% of all postings on average monthly, respectively, while employers in all other industries request “technical support” in 5.71% of postings on average monthly. “Help desk support” is not among the top 50 skills requested by all other industries.
- **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,” “Docker,” “React.js,” “Node.js” and “RESTful API.” The higher education industry more frequently advertises non-technical IT skills, such as “data management,” “project management,” and “finance.”
- **Experience Levels:** All other industries generally request slightly greater years of experience in postings than the higher education industry. In all other industries, the median years of experience requested is five years for all postings and remote postings. In the higher education industry, the median years of experience is three years for all postings and four years for remote postings.
- **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 76.46% of all postings and 77.28% of remote postings, all other industries list desired education levels in 59.67% of all postings and 51.60% of remote postings.



State of IT Jobs in Higher Education vs. Other Industries

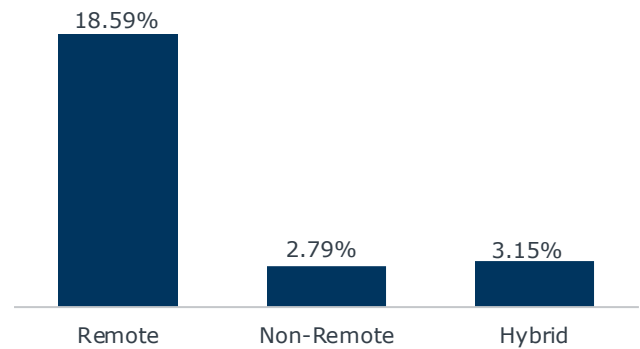
Percentage of Job Postings Advertised by Remote Status (Higher Education)¹

n = 9,285 job postings (1,103 remote postings)



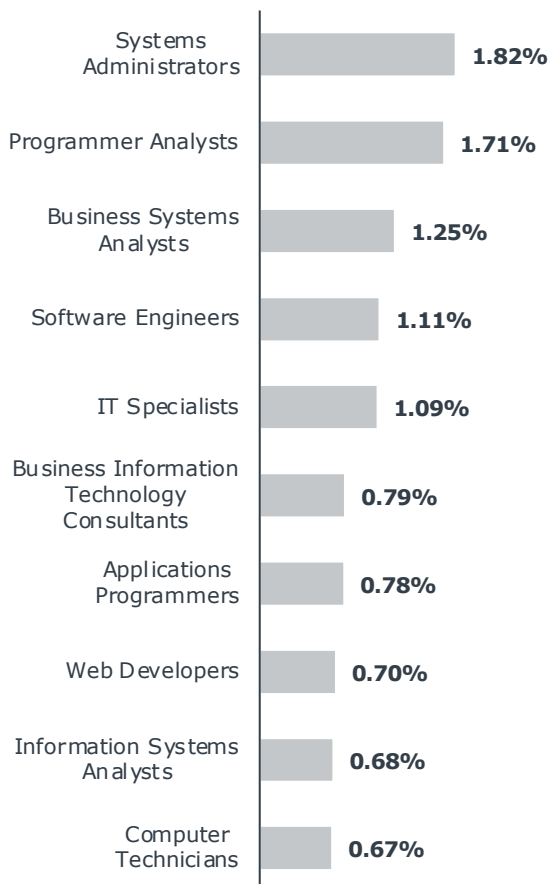
Percentage of Job Postings Advertised by Remote Status (All Other Industries)¹

n = 629,862 job postings (117,093 remote postings)



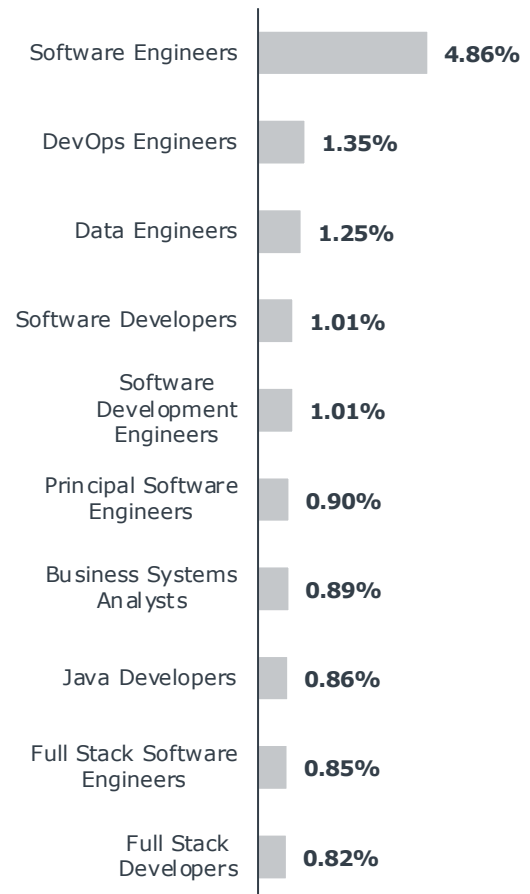
Most Commonly Advertised Job Titles for IT Professionals (Higher Education)

n = 9,089 job postings²



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

n = 675,051 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.

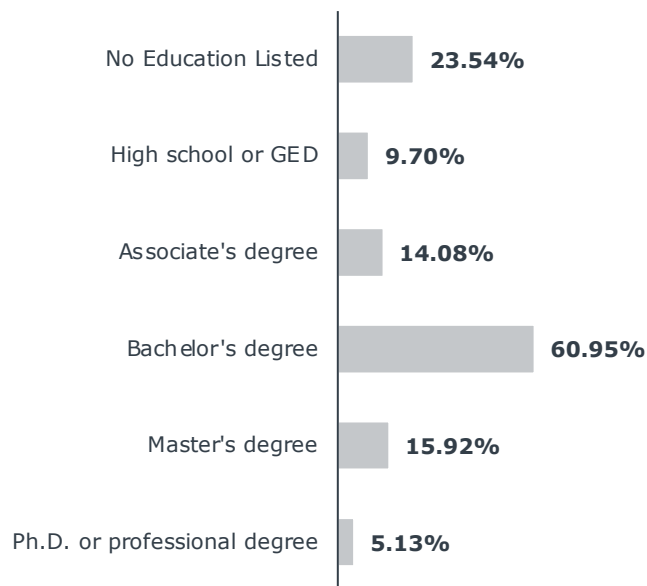
Median Years of Experience Requested of IT Applicants (Higher Education)

n = 9,285 job postings

3 Years

Education Levels Requested of IT Applicants (Higher Education)

n = 9,089 job postings



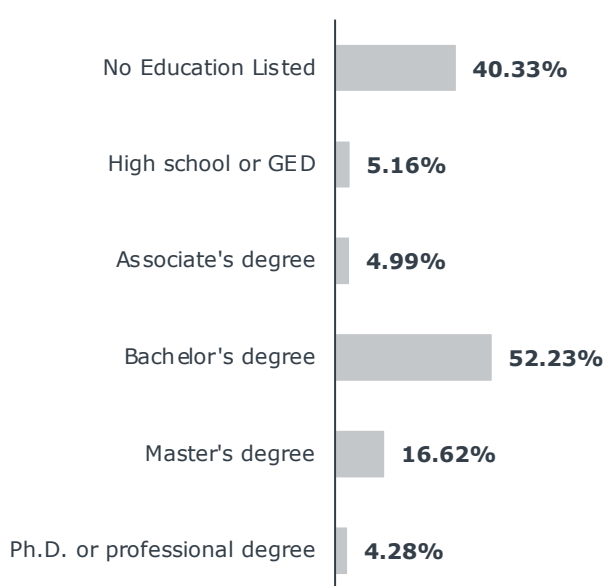
Median Years of Experience Requested of IT Applicants (All Other Industries)

n = 629,862 job postings

5 Years

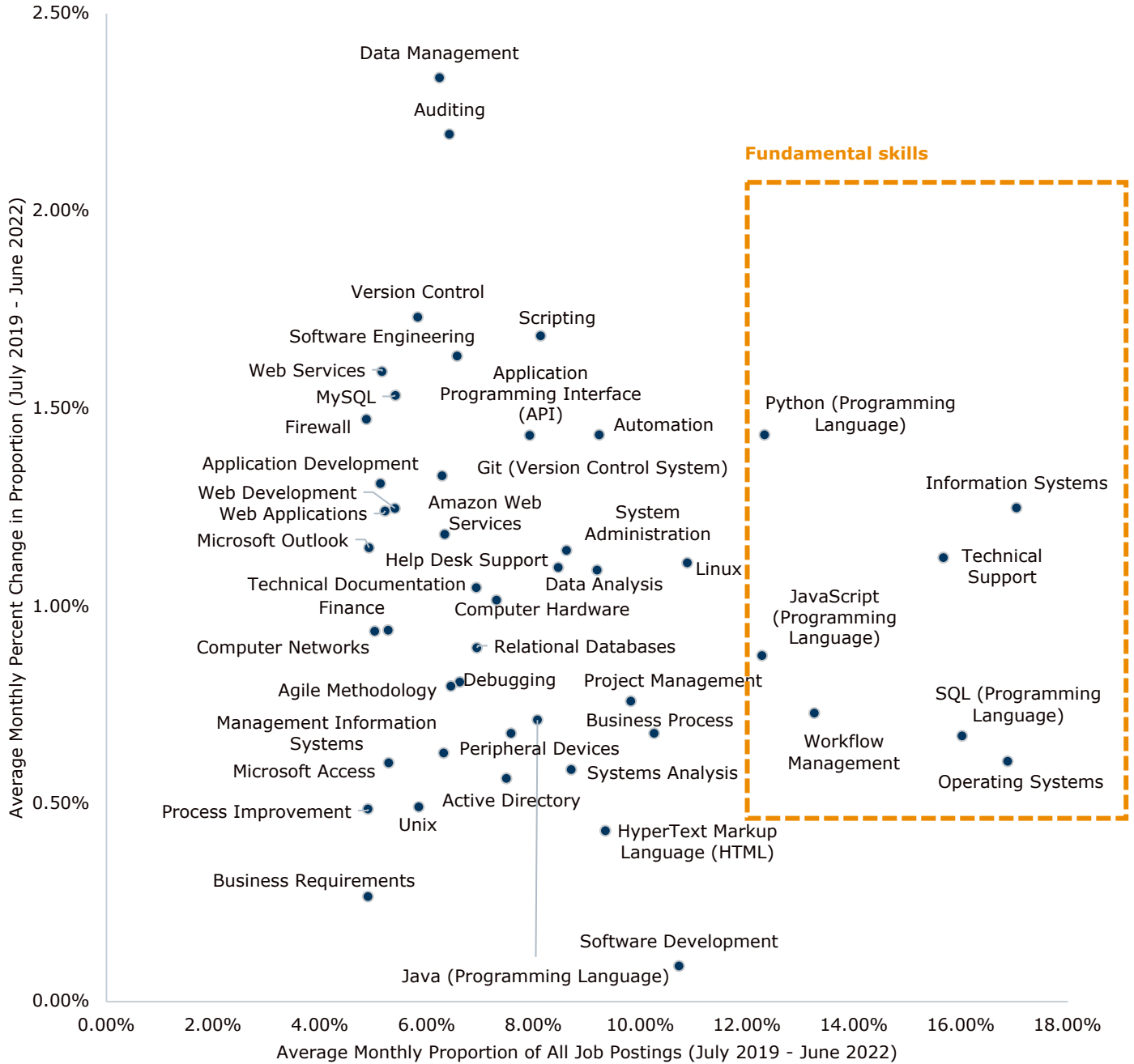
Education Levels Requested of IT Applicants (All Other Industries)

n = 675,051 job postings



Top 50 Skills Requested of IT Professionals (Higher Education)

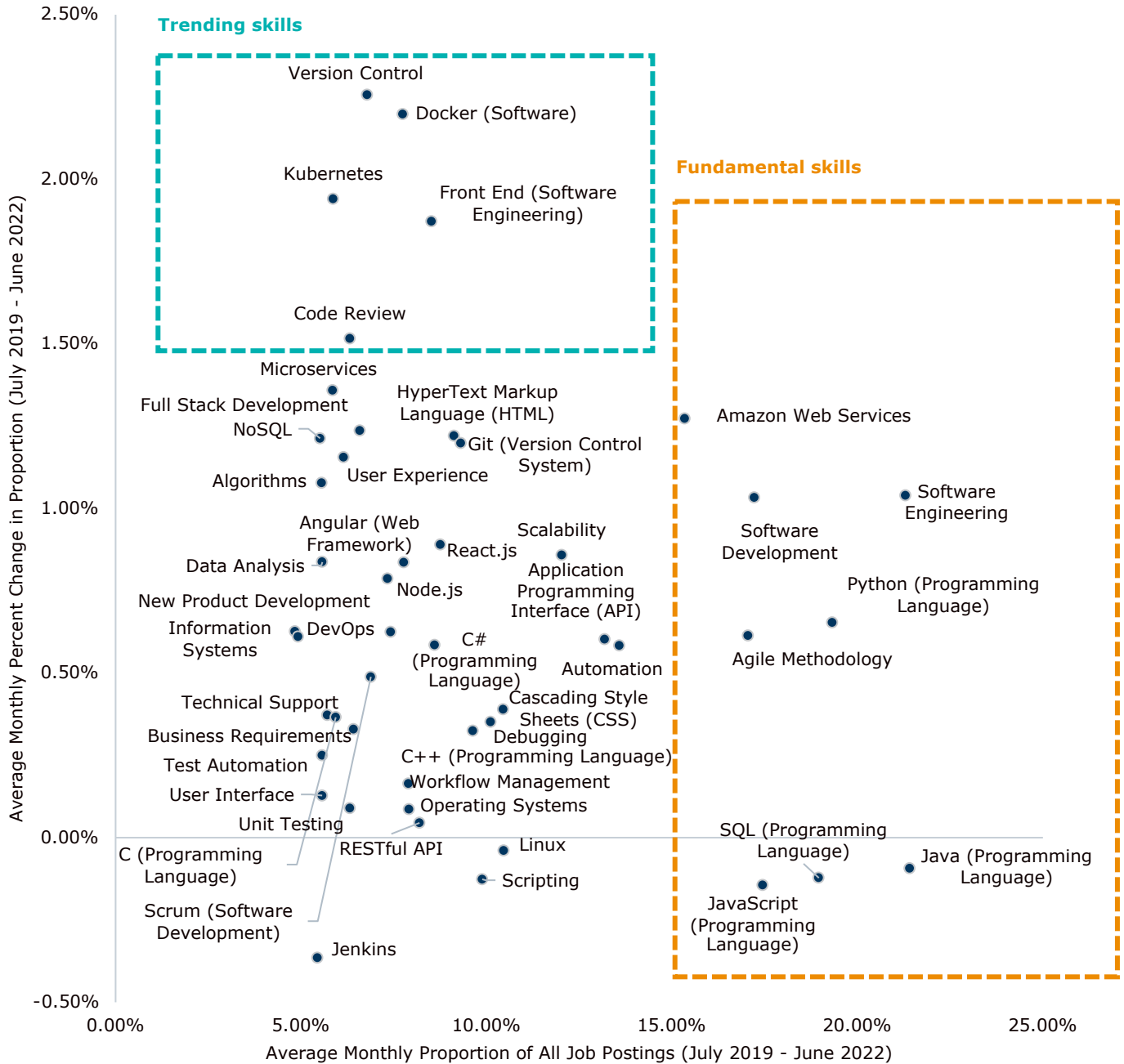
n = 22,415 job postings
July 2019 – June 2022



The skills "computer science" (30.62%,0.34%), "Tableau" (4.85%, 7.35%), and "Cascading Style Sheets" (9.59%, 0.76%) were excluded from the graph to improve readability.

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

n = 1,777,677 job postings
 July 2019 – June 2022



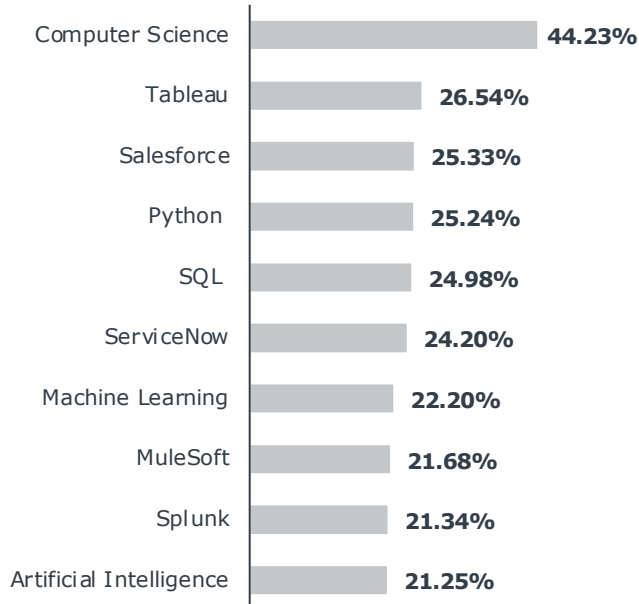
The skills "computer science" (30.62%,0.34%), "Microsoft Azure" (9.43%, 2.49%), and "web services" (6.33%, -0.86%) were excluded from the graph to improve readability.



Comparison of Remote Work in Higher Education vs. Other Industries

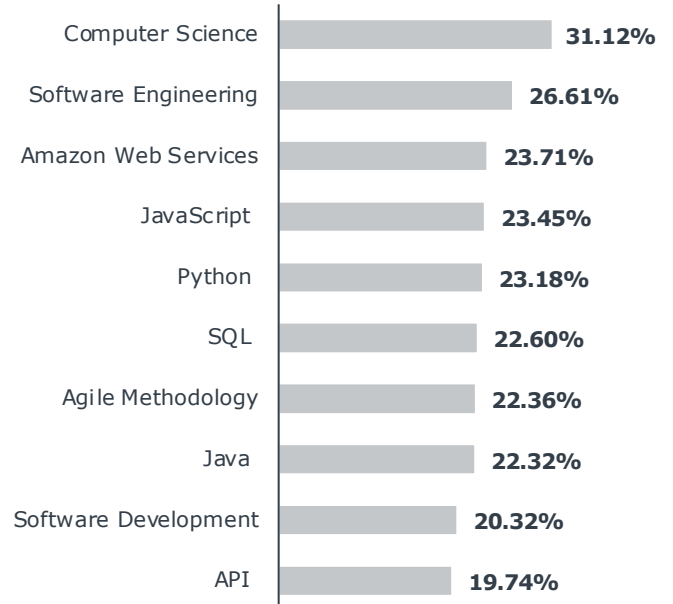
Most Commonly Requested Skills of Remote IT Applicants (Higher Education)

n = 1,153 job postings



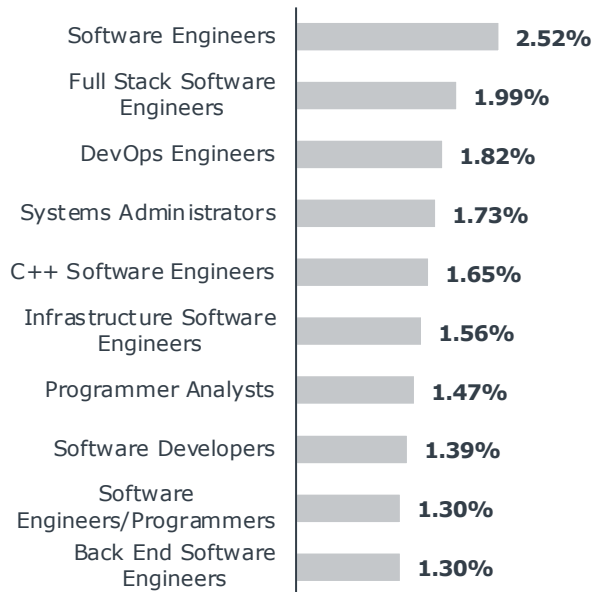
Most Commonly Requested Skills of Remote IT Applicants (All Other Industries)

n = 157,330 job postings



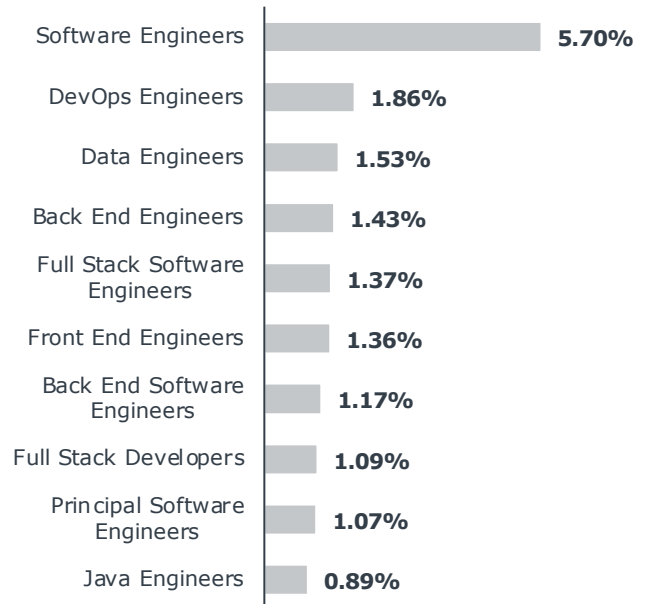
Most Commonly Advertised Job Titles for Remote IT Applicants (Higher Education)

n = 1,153 job postings



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

n = 157,330 job postings



1) Application programming interface.

Source: Emsi Burning Glass; EAB interviews and analysis.

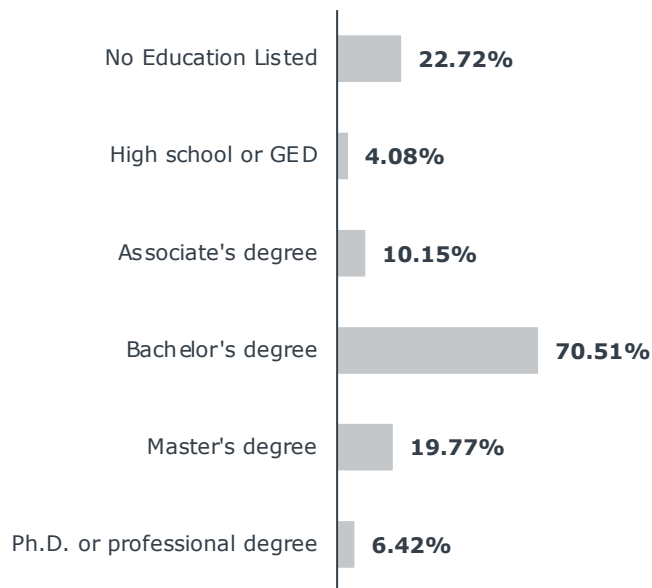
Median Years of Experience Requested of Remote IT Applicants (Higher Education)

n = 1,103 job postings

4 Years

Education Levels Requested of Remote IT Applicants (Higher Education)

n = 1,153 job postings



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

n = 117,093 job postings

5 Years

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

n = 157,330 job postings

