



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

United States Regional Report – South

*Alabama, Arkansas, Florida, Georgia, Kentucky,
Louisiana, Mississippi, North Carolina, South Carolina,
Oklahoma, Tennessee, Texas*

IT Forum

Region in Focus: South

- The “South” includes Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, and Texas.
- Unless stated otherwise, this report analyzes online job postings from July 2021 to June 2022.

Key Takeaways

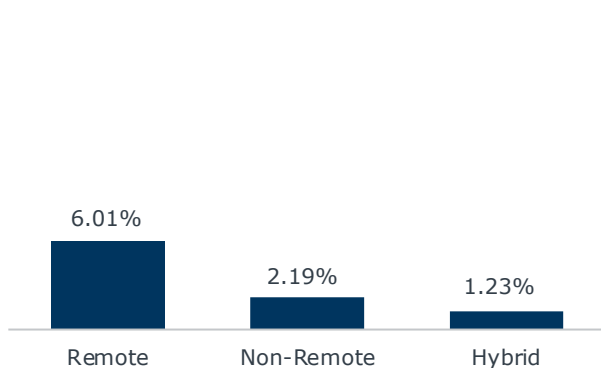
- **Remote Work:** Job postings advertising remote work account for 6.01% of postings in the higher education industry compared to 19.99% of postings in all other industries. The gap between the percent of postings advertising remote work in the higher education industry compared to all other industries is greater in the South than in any other region of the U.S.
- **In-Demand Titles:** The higher education industry demonstrates a greater demand for “Systems Administrator” and “Technician” positions while all other industries recruit more “Engineers” and “Developers.” “System Administrator” is the top title advertised in the higher education industry, and “Technicians” account for four of the top ten titles. Looking at all other industries, “Engineers” and “Developers” account for eight of the top ten titles, but only two out of the top ten in higher education.
- **Technical Support:** The higher education industry more heavily emphasizes technical support roles in job postings compared to all other industries. “IT Support Technicians,” “Help Desk Technicians,” and “Desktop Support Technicians” are the sixth, eighth, and tenth most popular job titles advertised by the higher education industry, respectively. Among all other industries, similar technical support positions are not among the top 10 job titles. Additionally, while employers in the higher education industry request the skill “technical support” in 15.83% of all postings on average monthly and at a growing rate of +1.09% on average monthly, employers in all other industries request this skill in 7.71% of postings on average monthly and at a slightly decreasing rate of -0.12% on average monthly.
- **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 13.57% of remote job postings on average monthly in all other industries compared to 4.65% 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.
- **Skill Specificity:** Programming languages are the most highly demanded skills in both industry groups. However, all other industries more frequently advertise specific programming and software tools, such as “React.js,” “Node.js,” “JIRA,” “Kubernetes,” and “RESTful API.” The higher education industry more frequently advertises non-technical IT skills, such as “ability to meet deadlines,” “multitasking,” “project management,” and “marketing.”
- **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 84.58% of all postings and 77.72% of remote postings, all other industries list desired education levels in 60.44% of all postings and 54.57% of remote postings.



State of IT Jobs in Higher Education vs. Other Industries

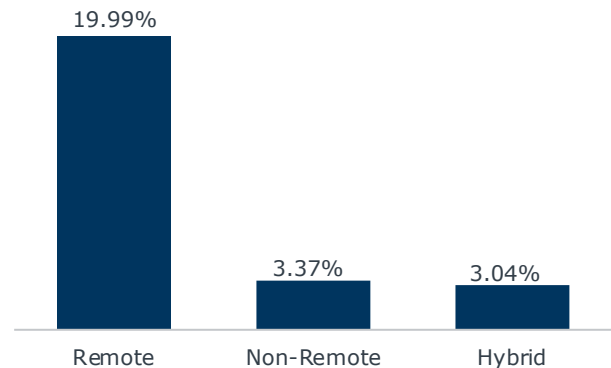
Percentage of Job Postings Advertised by Remote Status (Higher Education)¹

n = 16,618 job postings (998 remote postings)



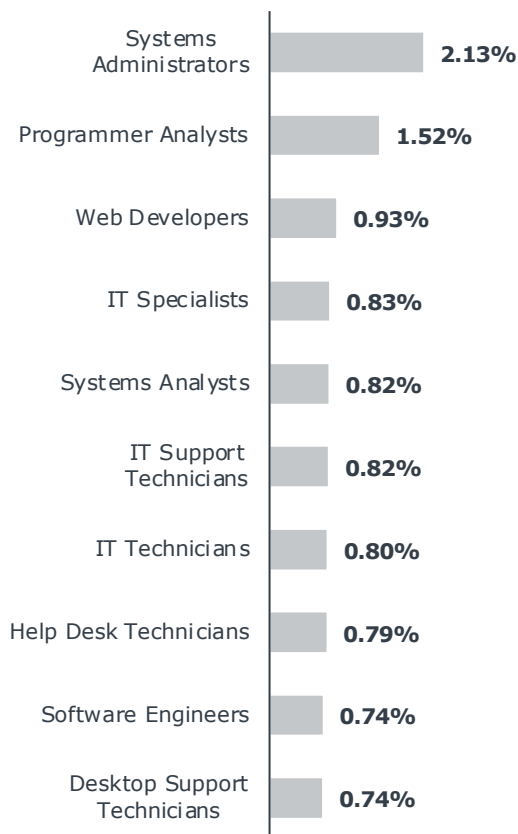
Percentage of Job Postings Advertised by Remote Status (All Other Industries)¹

n = 997,041 job postings (199,295 remote postings)



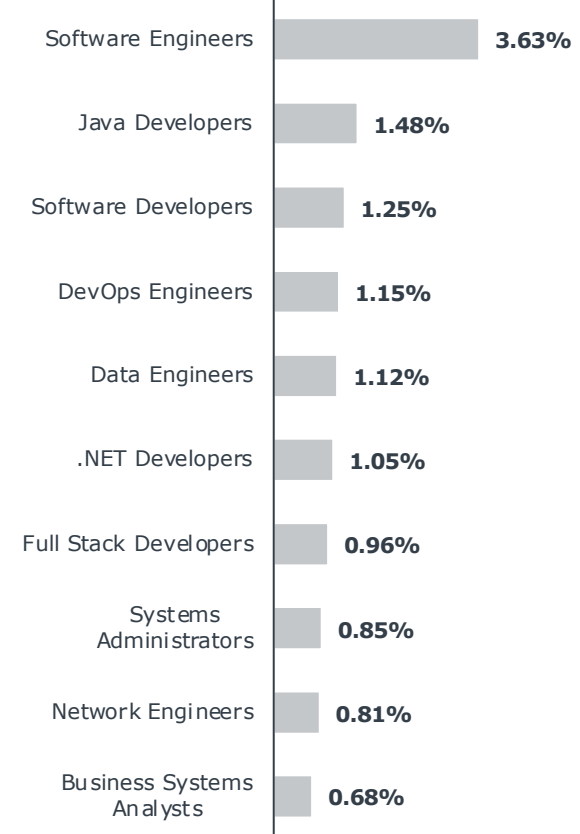
Most Commonly Advertised Job Titles for IT Professionals (Higher Education)

n = 15,758 job postings²



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

n = 1,099,824 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.

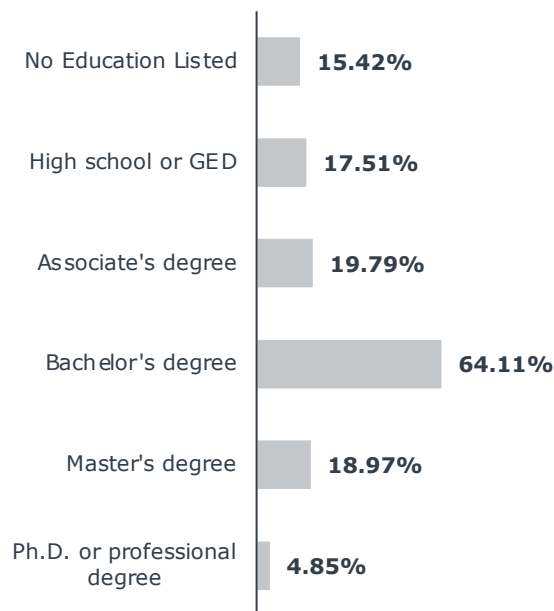
Median Years of Experience Requested of IT Applicants (Higher Education)

n = 16,618 job postings

3 Years

Education Levels Requested of IT Applicants (Higher Education)

n = 15,758 job postings



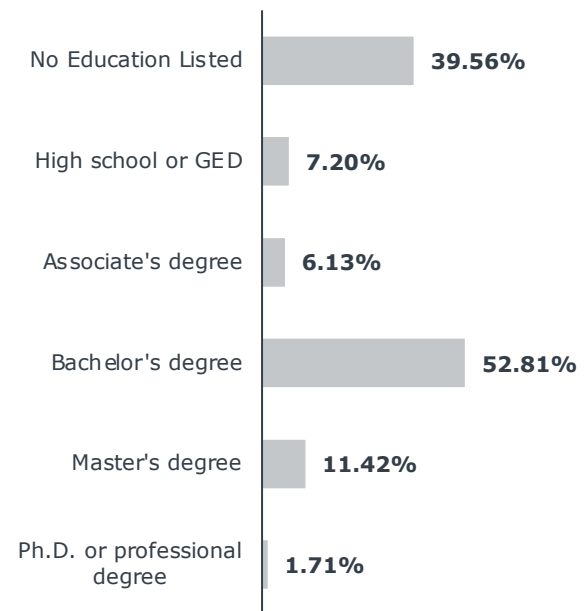
Median Years of Experience Requested of IT Applicants (All Other Industries)

n = 997,041 job postings

5 Years

Education Levels Requested of IT Applicants (All Other Industries)

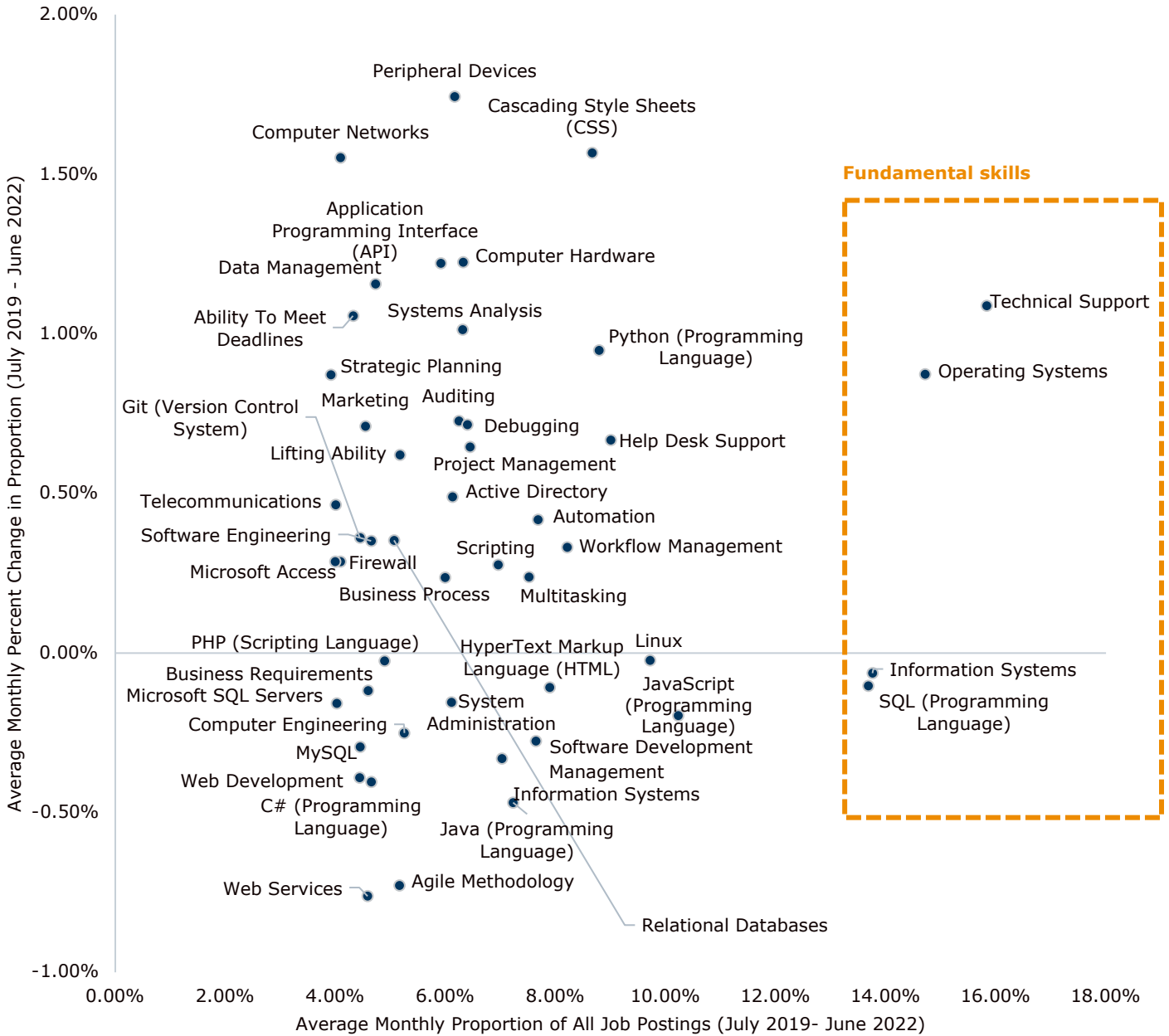
n = 1,099,824 job postings



Top 50 Skills Requested of IT Professionals (Higher Education)

n = 34,275 job postings

July 2019 – June 2022

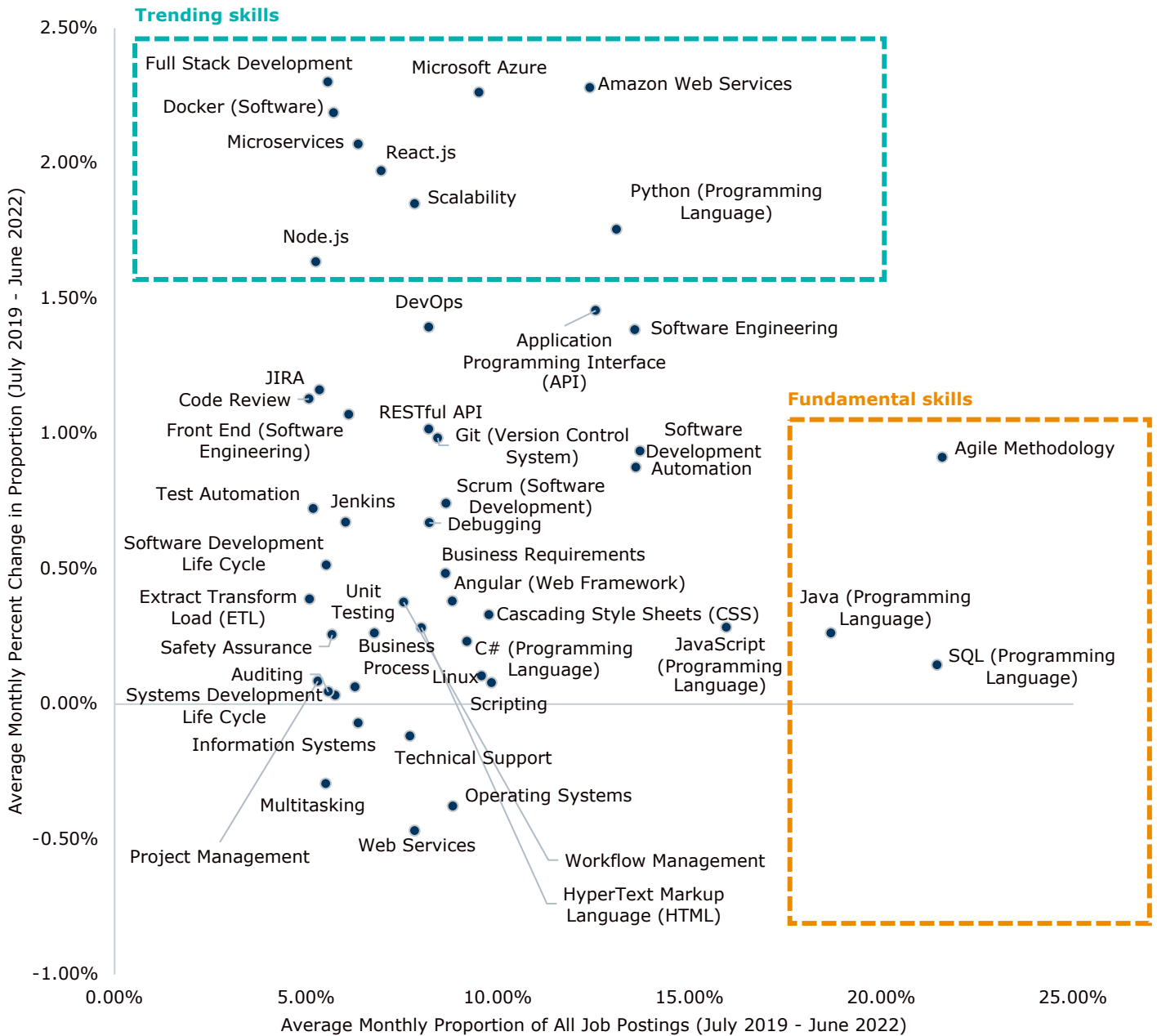


The skills "computer science" (27.69%, -0.20%) and "customer support" (4.00%, 3.64%) are excluded from the graph to improve readability.

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

n = 2,514,404 job postings

July 2019 – June 2022



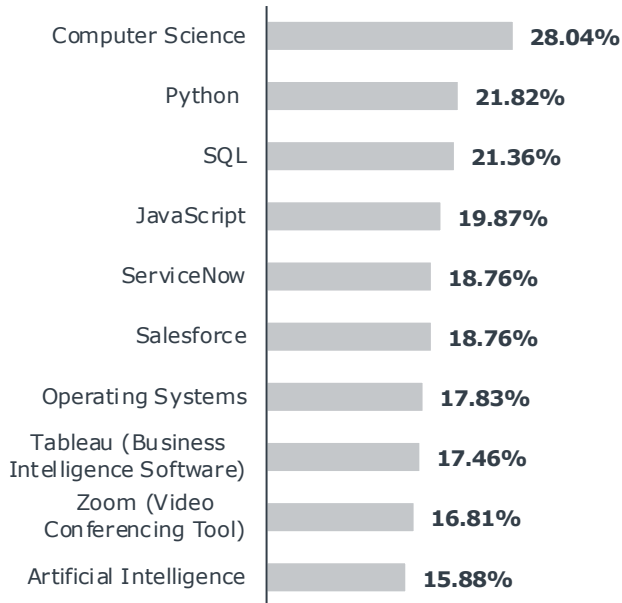
The skills "computer science" (25.48%, 3.29%) and "Kubernetes" (4.98%, 3.29%) are excluded from the graph to improve readability.



Comparison of Remote Work in Higher Education vs. Other Industries

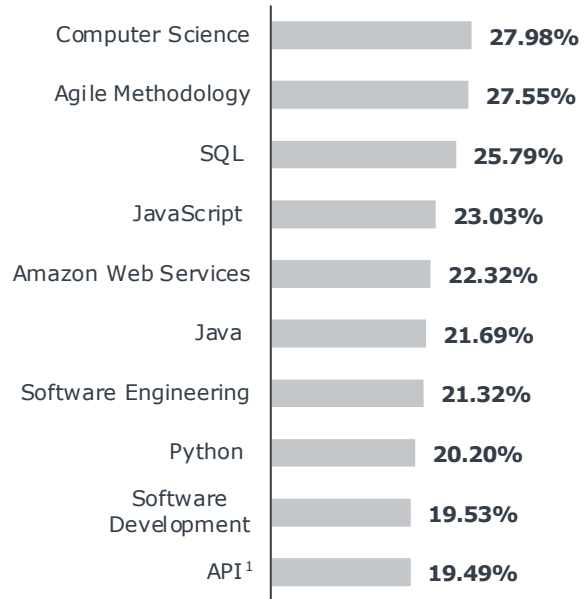
Most Commonly Requested Skills of Remote IT Applicants (Higher Education)

n = 1,077 job postings



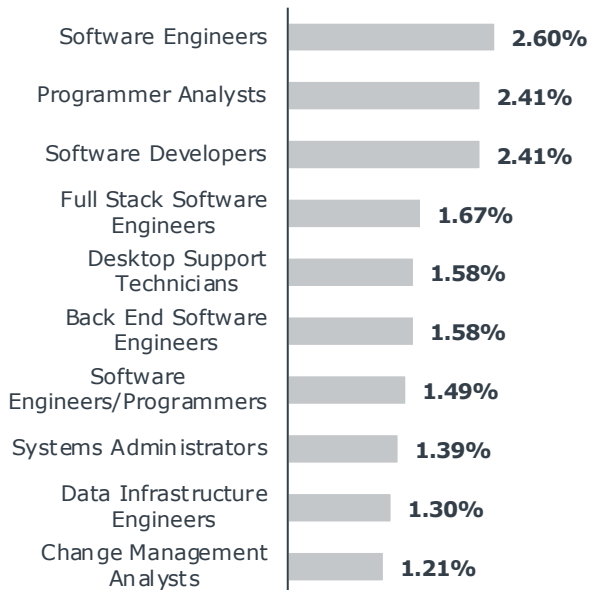
Most Commonly Requested Skills of Remote IT Applicants (All Other Industries)

n = 279,473 job postings



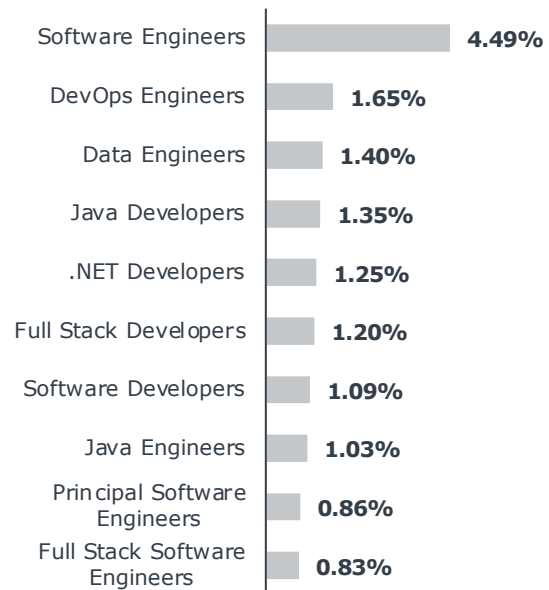
Most Commonly Advertised Job Titles for Remote IT Applicants (Higher Education)

n = 1,077 job postings



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

n = 279,473 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 = 998 job postings

3 Years

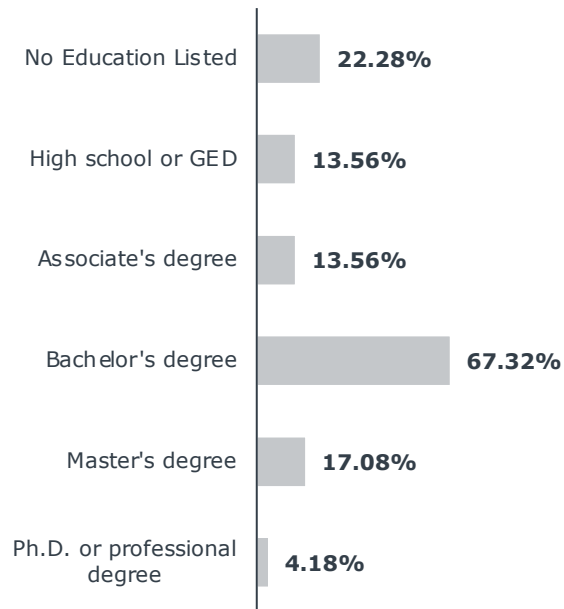
Median Years of Experience Requested of Remote IT Applicants (All Other Industries)

n = 199,295 job postings

5 Years

Education Levels Requested of Remote IT Applicants (Higher Education)

n = 1,077 job postings



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

n = 279,473 job postings

