



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

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United States National Report

IT Forum

## Region in Focus: United States

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- 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 8.37% of postings in the higher education industry compared to 18.94% of postings in all other industries.
- **In-Demand Titles and Skills:** The higher education industry demonstrates greater demand for “Systems Administrators,” “Specialists,” and “Analysts” while other industries are recruiting more “Engineers” and “Developers”. The most frequently advertised job title is “Systems Administrators” in the higher education industry and “Software Engineers” in all other industries. Additionally, employers in the higher education industry requested the skill “information systems” at over double the rate of employers in all other industries (14.57% compared to 6.19% on average monthly, respectively).
- **Demand for Remote Software Engineers:** Among both industry groups, “Software Engineers” is the most frequently advertised remote job title. However, all other industries more heavily advertise software engineering titles and skills compared to the higher education industry. The skill “software engineering” is in 22.28% of remote job postings advertised by all industries on average monthly compared to 16.50% of remote job postings advertised by the higher education industry on average monthly.
- **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 15.32% and 9.66% of all postings on average monthly, respectively, employers in all other industries request the skill “technical support” in 7.19% of postings on average monthly. The skill “help desk support” is not among the top 50 skills requested by all other industries.
- **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 “Docker,” “React.js,” “Node.js,” “JIRA,” and “RESTful API,” while the higher education industry more frequently advertises non-technical IT skills, such as “mathematics,” “finance,” 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 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. While the higher education industry lists desired education levels in 83.79% of all postings and 82.77% of remote postings, all other industries list desired education levels in 62.26% of all postings and 58.01% of remote postings.

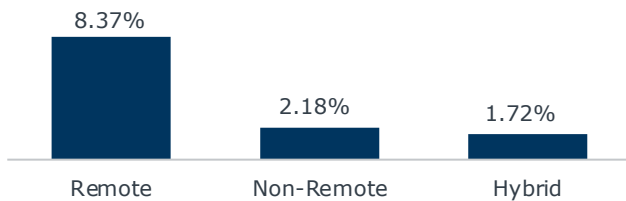


# State of IT Jobs in Higher Education vs. Other Industries

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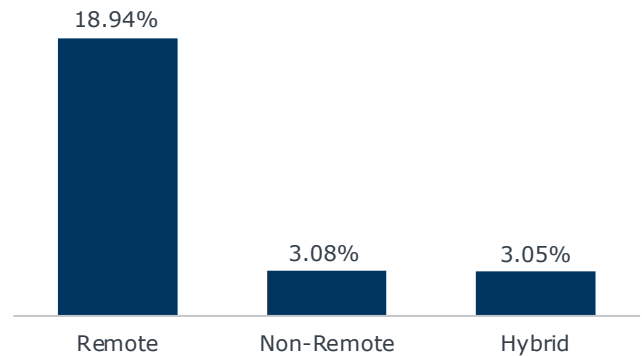
### Percentage of Job Postings Advertised by Remote Status (Higher Education)<sup>1</sup>

n = 59,033 job postings (4,940 remote postings)



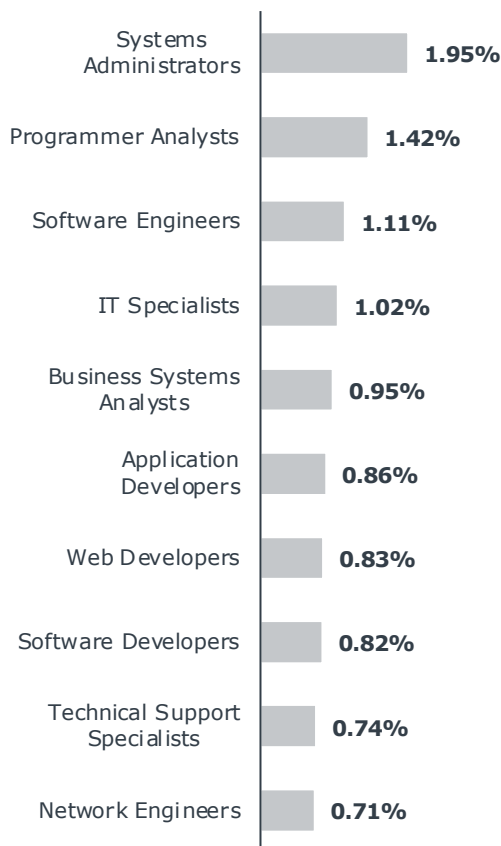
### Percentage of Job Postings Advertised by Remote Status (All Other Industries)<sup>1</sup>

n = 3,394,056 job postings (642,693 remote postings)



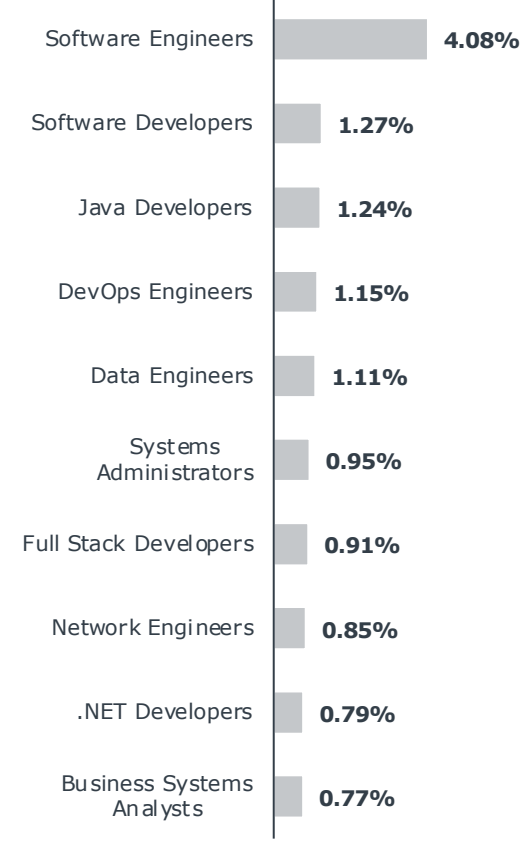
### Most Commonly Advertised Job Titles for IT Professionals (Higher Education)

n = 59,033 job postings



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

n = 3,394,056 job postings



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

Source: Emsi Burning Glass; EAB interviews and analysis.

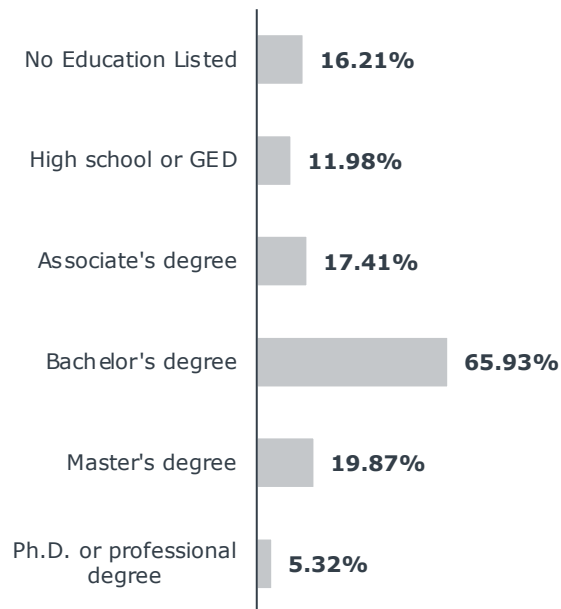
### Median Years of Experience Requested of IT Applicants (Higher Education)

n = 59,033 job postings

## 3 Years

### Education Levels Requested of IT Applicants (Higher Education)

n = 59,033 job postings



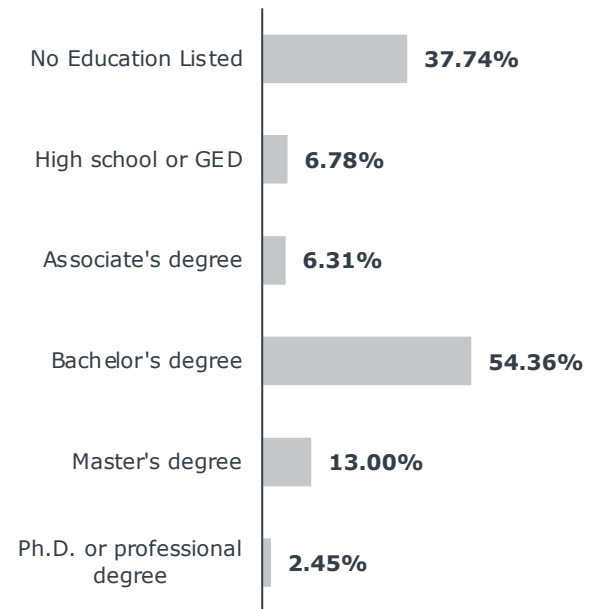
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## 5 Years

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

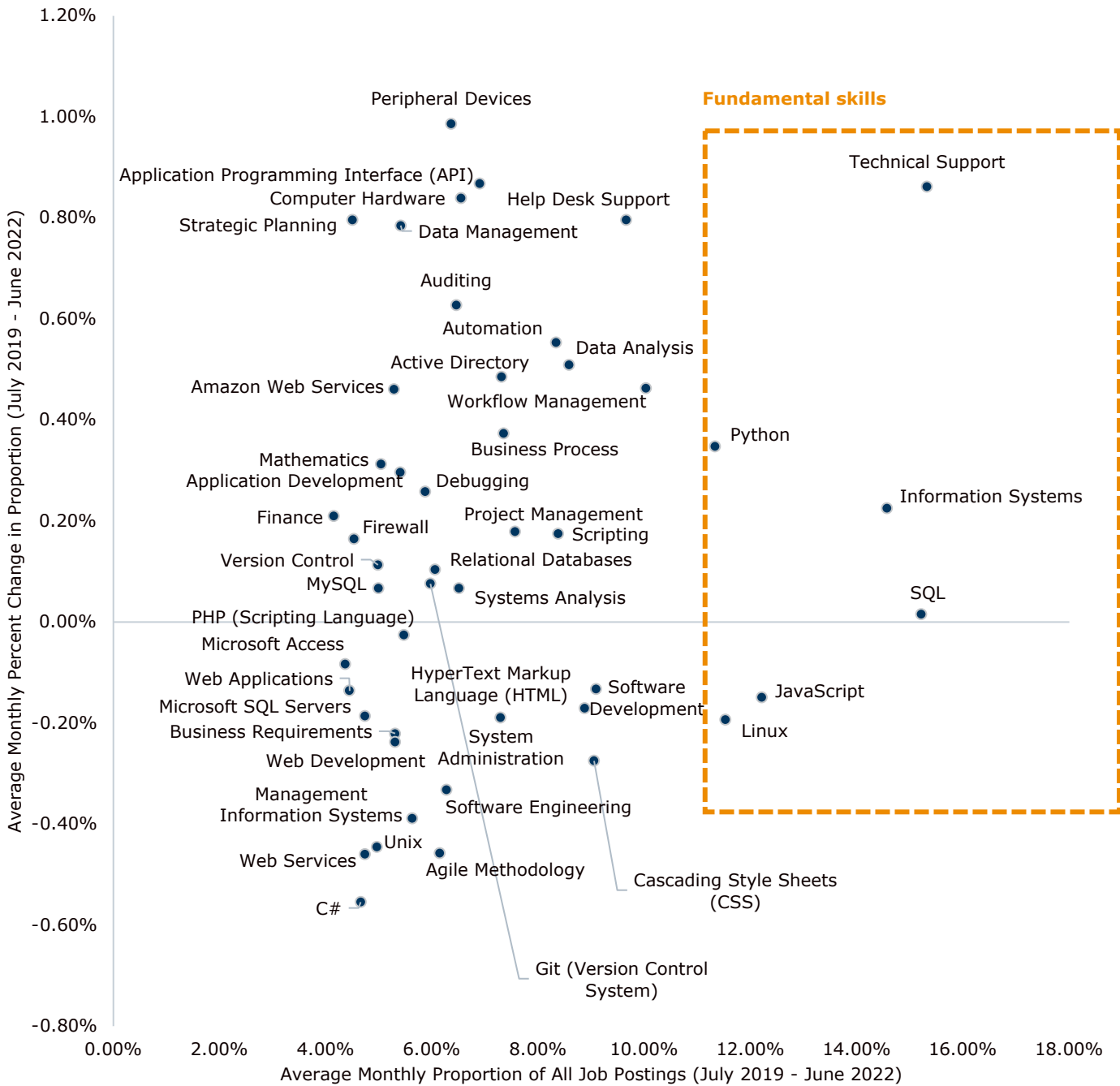
n = 3,394,056 job postings



### Top 50 Skills Requested of IT Professionals (Higher Education)

n = 128,641 job postings

July 2019 – June 2022



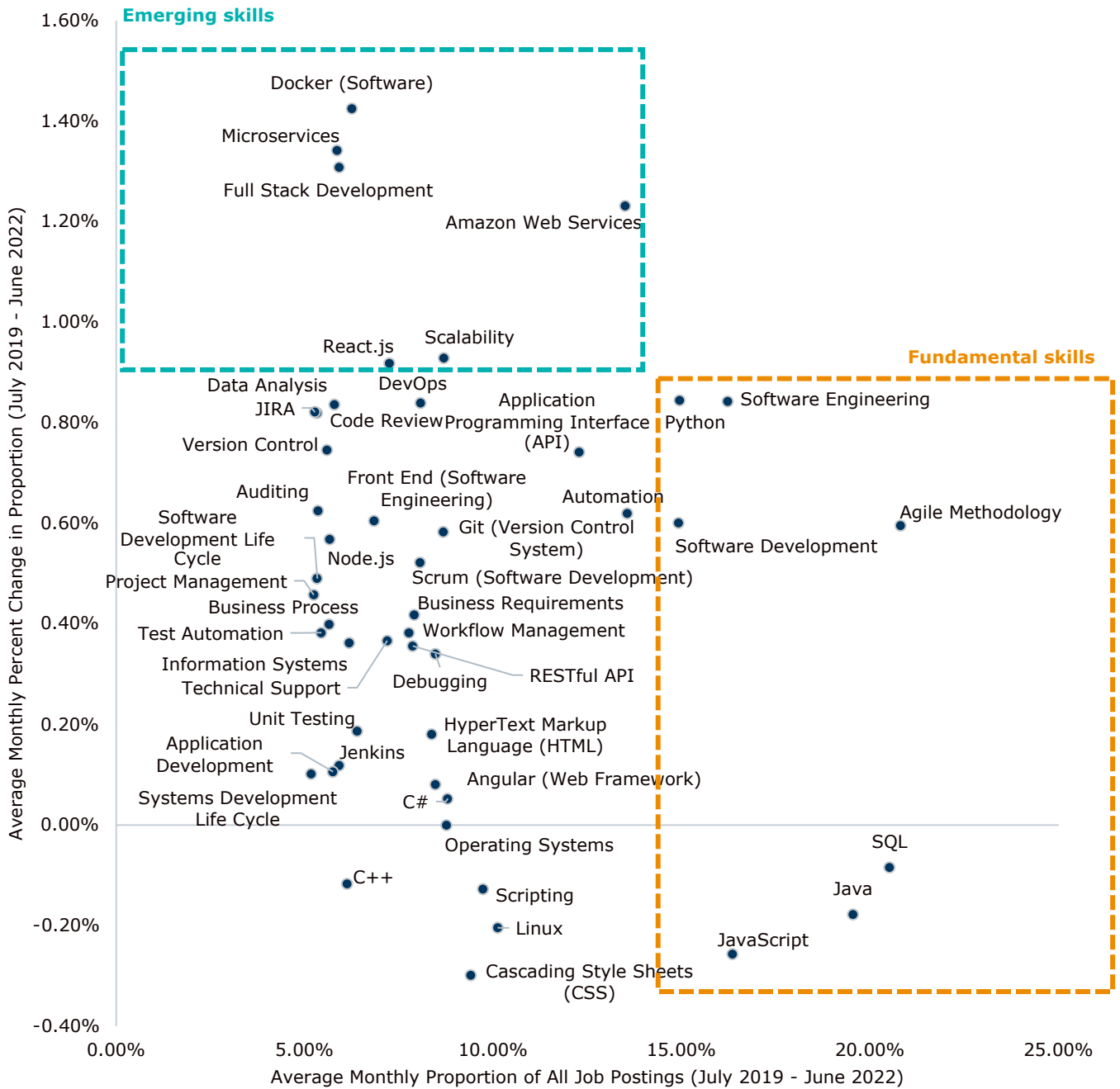
The skills "computer science" (31.20%, -0.10%), "operating systems" (15.86%, 0.49%), and "Java (programming language)" (7.92%, -0.77%) were excluded from the graph to improve readability.

Source: Emsi Burning Glass; EAB interviews and analysis.

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

n = 8,544,609 job postings

July 2019 – June 2022



The skills "computer science" (27.33%, 0.37%), "Microsoft Azure" (9.27, 2.13%), and "web services" (7.18%, -0.72%) were excluded from the graph to improve readability.



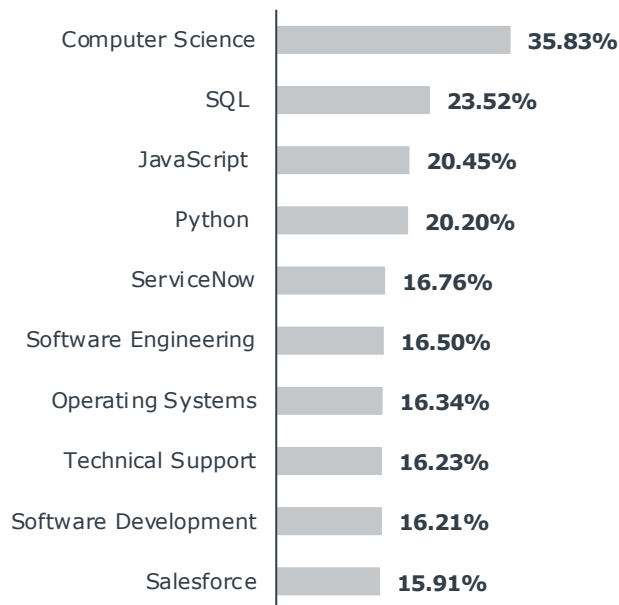
# Comparison of Remote Work in Higher Education vs. Other Industries

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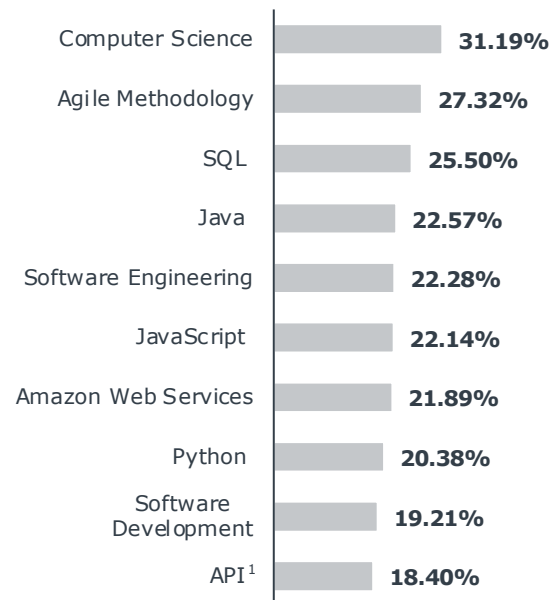
### Most Commonly Requested Skills of Remote IT Applicants (Higher Education)

n = 4,940 job postings



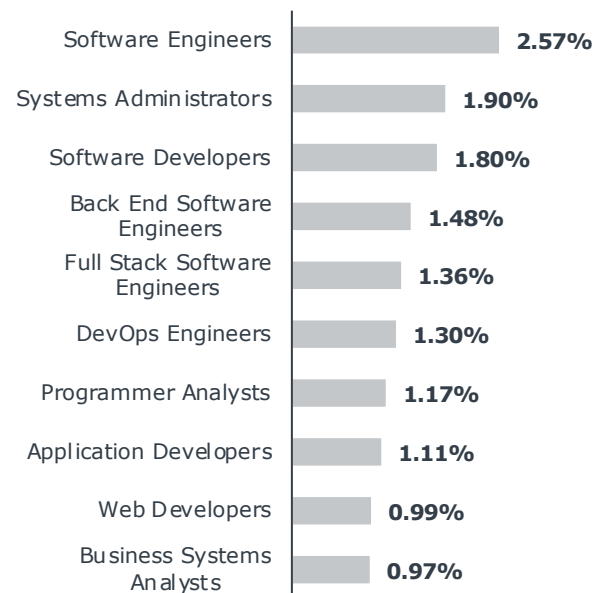
### Most Commonly Requested Skills of Remote IT Applicants (All Other Industries)

n = 642,693 job postings



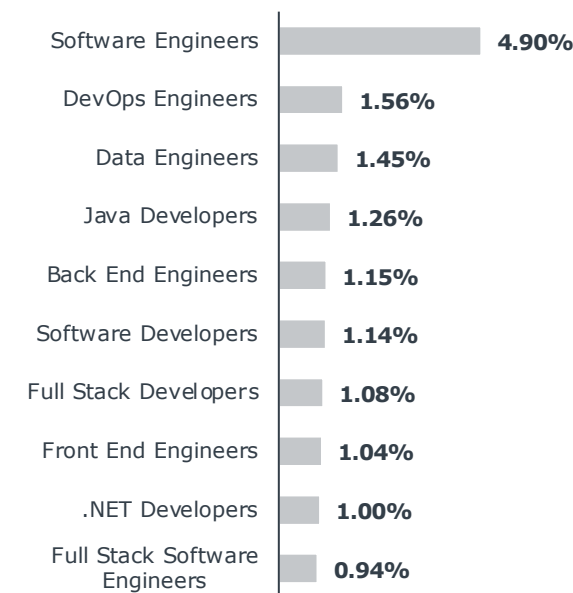
### Most Commonly Advertised Job Titles for Remote IT Applicants (Higher Education)

n = 4,940 job postings



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

n = 642,693 job postings



1) Application programming interface.

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

n = 4,940 job postings

# 4 Years

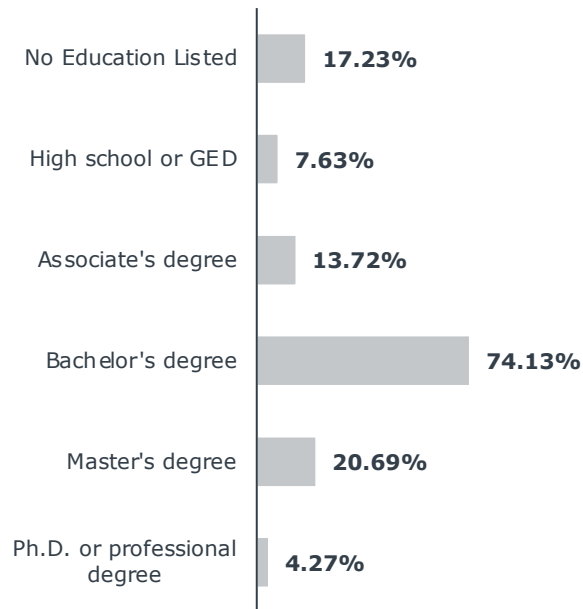
### Median Years of Experience Requested of Remote IT Applicants (All Other Industries)

n = 642,693 job postings

# 5 Years

### Education Levels Requested of Remote IT Applicants (Higher Education)

n = 4,940 job postings



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

n = 642,693 job postings

