ISSUE #3: Q2 2020

# DICE TECH JOB REPORT

## Hiring Trends in the Time of COVID-19

# EMERGING TECH HUBS AND INFRASTRUCTURE-RELATED OCCUPATIONS HAVE DEMONSTRATED CONTINUED GROWTH AMIDST THE PANDEMIC.

In 2019, the biggest challenge confronting many businesses was the need to source great talent amidst record-low unemployment within the tech industry; one year later, the biggest issues have been existential, with companies trying to determine the best way through a new, radically changing landscape. The end of the first quarter saw nearly every U.S. organization rapidly closing their offices and preparing for the downstream effects of a global pandemic. While many indicators suggested that tech job postings would immediately decline as the country began to close, they instead held firm, with March ending strongly.

The impacts of COVID-19, however, were not truly represented in job posting data until the second quarter of 2020: nationwide tech job postings are down (when compared to 2019's second quarter). However, there is positivity within the data; emerging tech hubs and infrastructure-related occupations have demonstrated continued growth amidst the pandemic.

At a high level, the Q2 data tells two stories. The first is one of uncertainty amidst the pandemic, which caused companies to scale back their immediate hiring and resulted in marked declines. The second, however, is one of returning confidence: when compared to May, June shows large increases nearly across the board and, in some cases, a return to levels that are consistent with pre-COVID-19 numbers. Now, halfway through the year, the data suggests that, although the pandemic is far from over, companies are in a far better position to engage in long-term planning, with a clear need for vital technologists. Beyond job postings, signals of tech resilience can be found in unemployment rates; tech unemployment dropped to 3.7% in May, down from 4.3% in April (contrast with 13.3% national unemployment)[1].

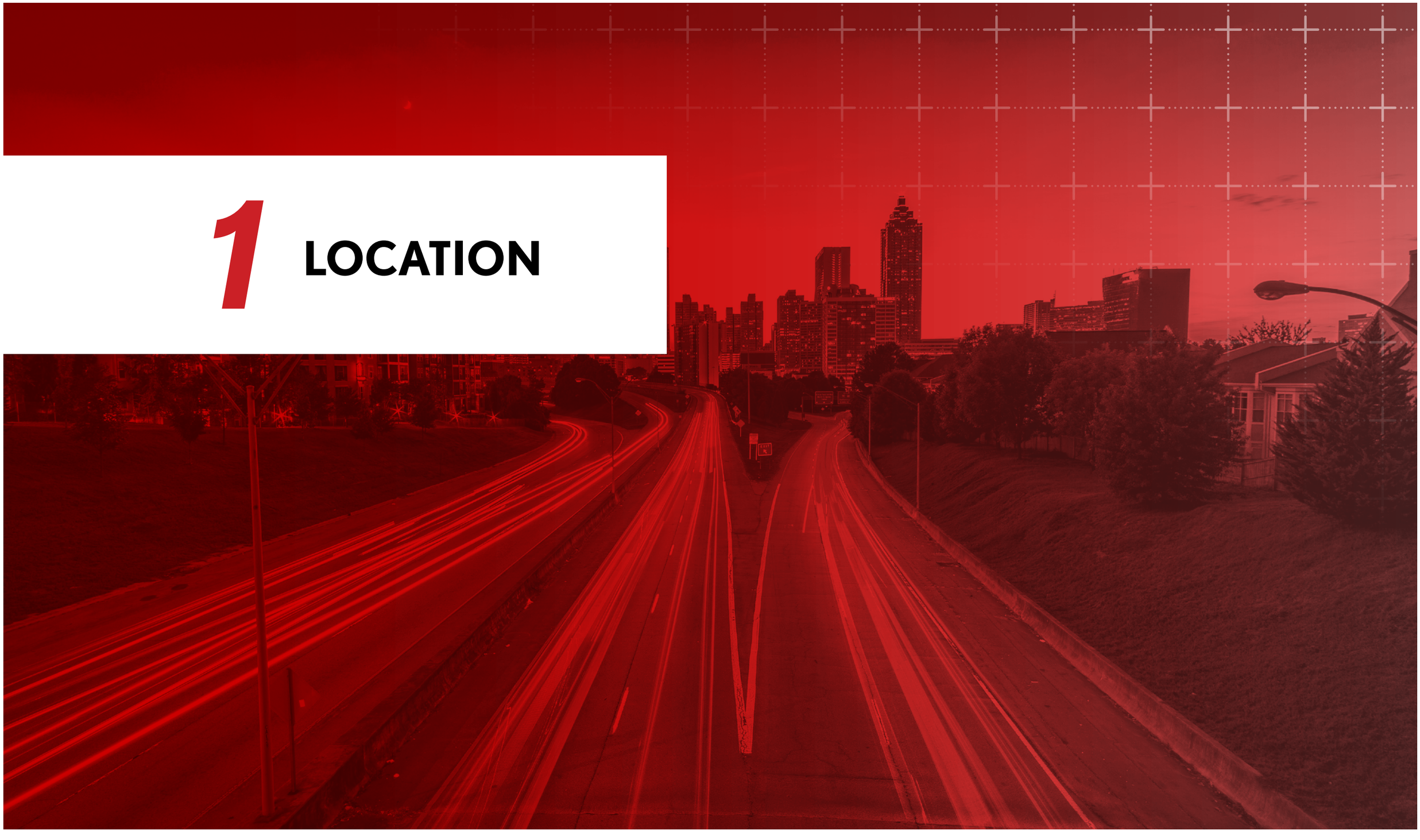
To continue to provide more clarity surrounding COVID-19's impact on tech, Dice presents the Q2 Tech Job Report, illustrating the pandemic's effect on the tech industry as the country grapples with reopening businesses and resurgences of the pandemic. To do so, we will present three primary sets of job-posting data:

- **Comparisons between the second quarter of 2020 and 2019.**
- **Comparisons between May and June of 2020 to represent the very latest tech hiring trends.**
- **Weekly job posting volume from April through June to provide a more granular look at the weekly fluctuations in tech job postings.**

Our hope is that, by doing so, we can provide an accurate depiction of how this pandemic is impacting different locations, roles and skills – at both the macro and micro levels.

[1] CompTIA, "Unexpected Jobs Report Sends Mixed Signals in Tech Employment," June 5, 2020

# 1 LOCATION



# LOCATION

**Comparing 2020's Q2 to 2019 shows that many states have been resilient in the face of COVID-19.** For example, job postings in Virginia rose 11% year-over-year, with much of that growth driven by a 28% increase in the city of Arlington. As noted in previous Job Reports, Arlington is a consistent success story in the tech industry: not only is it benefitting from the rise of Amazon's enormous HQ2, but federal government contractors and other large businesses in the area are also in need of a constant stream of technologists. Top Virginia-based employers in Q2 include General Dynamics, Leidos and Booz Allen Hamilton.

Meanwhile, New Jersey showed an even larger growth in Q2 of 14%, with companies including Deloitte, Bristol-Myers Squibb and JPMorgan Chase all hiring. Like neighboring New York, New Jersey imposed stringent lockdowns early on in the COVID-19 pandemic, and has been very measured and deliberate in their reopening efforts. Arizona and North Carolina both also showed a slight growth in Q2 (of 5% and 2%, respectively). While Arizona's top hiring companies include Wells Fargo, Raytheon and USAA; North Carolina, home to the Research Triangle and a rising number of startups (as well as long-established companies), saw growth from employers such as IBM, Lowe's and Iqvia. Additionally, Maryland, which also benefits from federal contractors and a high concentration of local tech firms, saw a year-over-year increase of 23%.

California showed a decline of 28% in Q2, although the state's job postings grew 20% between May and June, indicating increased demand following a stringent lockdown. Recent spikes in California's infection rate has led to worries that the state isn't yet through the worst; however, the more than 140,000 job postings in Q2 (almost twice as many as any other state) suggests that companies are moving forward with their plans and need for talent.

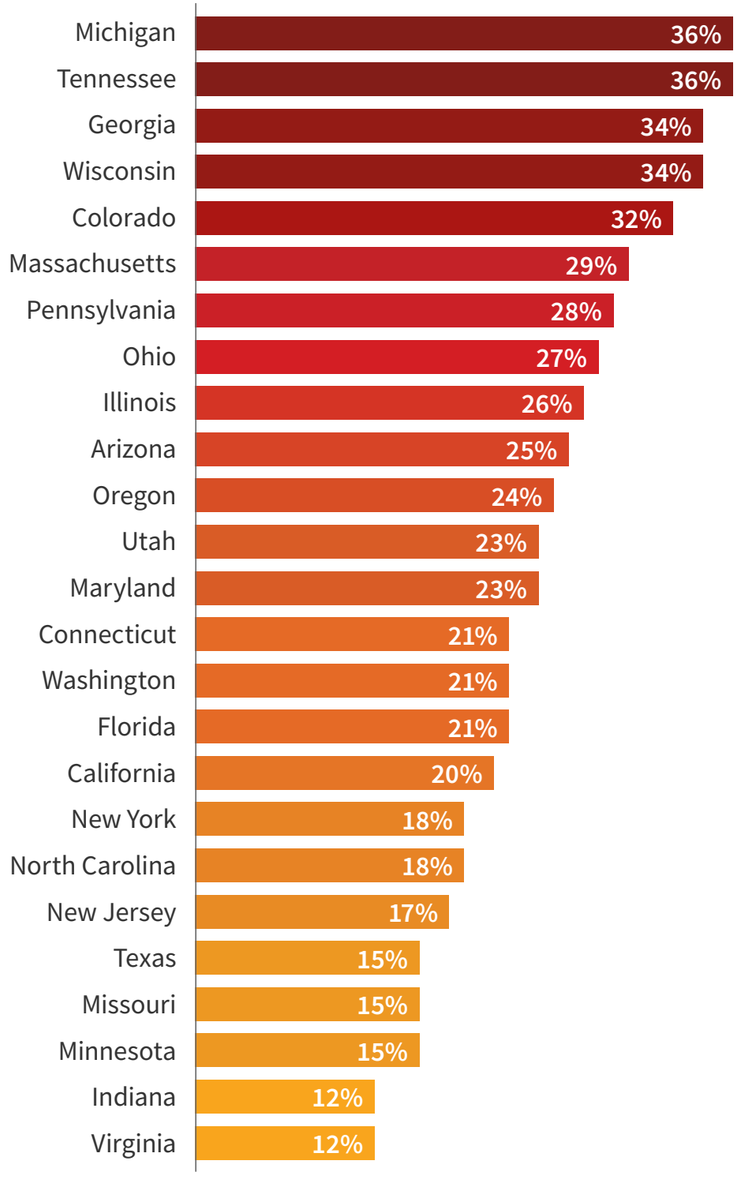
## STATES BY TECH JOB POSTINGS IN Q2

| Q2 2020 RANK | STATE | YEAR/YEAR CHANGE |
|---|---|---|
| 1 | California | ▼ 28% |
| 2 | Texas | ▼ 2% |
| 3 | Virginia | ▲ 11% |
| 4 | New York | ▼ 34% |
| 5 | North Carolina | ▲ 2% |
| 6 | Florida | ▼ 35% |
| 7 | Illinois | ▼ 15% |
| 8 | Maryland | ▲ 23% |
| 9 | Massachusetts | ▼ 10% |
| 10 | Colorado | ▼ 6% |
| 11 | New Jersey | ▲ 14% |
| 12 | Pennsylvania | ▼ 7% |
| 13 | Georgia | ▼ 35% |
| 14 | Washington | ▼ 8% |
| 15 | Arizona | ▲ 5% |
| 16 | Ohio | ▼ 37% |
| 17 | Minnesota | ▼ 14% |
| 18 | Michigan | ▼ 26% |
| 19 | Missouri | ▼ 7% |
| 20 | Wisconsin | ▼ 6% |
| 21 | Tennessee | ▼ 13% |
| 22 | Oregon | ▼ 7% |
| 23 | Connecticut | ▲ 3% |
| 24 | Indiana | ▼ 22% |
| 25 | Utah | ▲ 4% |

| Q2 2020 RANK | STATE | YEAR/YEAR CHANGE |
|---|---|---|
| 26 | Alabama | ▼ 38% |
| 27 | South Carolina | ▼ 4% |
| 28 | Kentucky | ▼ 4% |
| 29 | Nevada | ▼ 23% |
| 30 | Oklahoma | ▼ 11% |
| 31 | Louisiana | ▲ 1% |
| 32 | Iowa | ▼ 36% |
| 33 | Kansas | ▼ 27% |
| 34 | Nebraska | ▼ 28% |
| 35 | New Mexico | ▼ 4% |
| 36 | Rhode Island | ▲ 22% |
| 37 | Idaho | ▲ 23% |
| 38 | Delaware | ▼ 14% |
| 39 | Hawaii | ▲ 0% |
| 40 | New Hampshire | ▼ 7% |
| 41 | Arkansas | ▼ 22% |
| 42 | Mississippi | ▼ 19% |
| 43 | Alaska | ▼ 13% |
| 44 | Maine | ▼ 31% |
| 45 | West Virginia | ▼ 13% |
| 46 | South Dakota | ▲ 1% |
| 47 | North Dakota | ▲ 0% |
| 48 | Montana | ▼ 3% |
| 49 | Vermont | ▼ 33% |
| 50 | Wyoming | ▼ 16% |

Source: Labor Insight Jobs (Burning Glass Technologies)

## INCREASES IN STATE TECH JOB POSTINGS FROM MAY TO JUNE




Source: Labor Insight Jobs (Burning Glass Technologies)

**Comparing June's job postings to May's shows growth nearly across the board –** no small feat, especially considering seasonality, and demonstrates tech's resilience. As states from California to Texas and Illinois all show double-digit growth month-over-month, it will be interesting to see how this trend continues into Q3.

Texas, powered by burgeoning tech scenes in Houston and Austin, has been showing robust growth that could place it in direct competition with California and New York. The rise of remote work may also deliver more opportunity to up-and-coming tech hubs across the country, as technologists move to smaller cities with a lower cost-of-living, great amenities, and none of the congestion and high rents that come with living in a major tech hub. Other cities such as Tulsa are taking a more proactive approach with programs like Tulsa Remote, which awards $10,000 grants to digital nomads who relocate to Tulsa and stay for at least one year. While Tulsa Remote is not necessarily unique, the future may see other cities adopting these types of programs to help foster their local tech ecosystem.

**At the city level, Q2 job posting data is much more varied than the state-level data;** however, some established and emerging tech hubs showed growth. Tech hubs such as Austin, Raleigh and Charlotte continued to grow, while established tech hubs like New York and San Francisco experienced declines (despite creating roughly 31,000 and 20,000 new job postings, respectively).

Austin, known as "Silicon Hills," has long been a growing hub for tech companies and startups looking to expand their presence; in Q2, companies such as Charles Schwab, IBM, Amazon and Home Depot led the city to increase its hiring by 16%.

The Q2 data suggests that emerging tech hubs with a wide range of established and growing companies fared well in Q2. This trend is consistent in North Carolina, where Charlotte and Raleigh showed a steady growth of 4% and 9%, respectively. In Charlotte, some of the top hiring companies include Deloitte, Bank of America and Microsoft; the top hiring companies in Raleigh include Wells Fargo, IBM and Accenture.

The trend of emerging tech hub growth continues in Virgina, where Arlington and Richmond both showed double-digit growth in Q2. Arlington, in addition to being the aforementioned future home of Amazon's HQ2, attributes its Q2 growth to companies such as General Dynamics and Booz Allen Hamilton, which are both hiring at significant rates.

## TOP CITIES BY TECH JOB POSTINGS IN Q2

| Q2 2020 RANK | CITY | YEAR/YEAR CHANGE |
|---|---|---|
| 1 | New York, NY | ▼ 32% |
| 2 | San Francisco, CA | ▼ 32% |
| 3 | Austin, TX | ▲ 16% |
| 4 | Atlanta, GA | ▼ 30% |
| 5 | Chicago, IL | ▼ 25% |
| 6 | Charlotte, NC | ▲ 4% |
| 7 | Los Angeles, CA | ▼ 25% |
| 8 | San Diego, CA | ▼ 20% |
| 9 | Seattle, WA | ▼ 10% |
| 10 | Boston, MA | ▼ 6% |
| 11 | Dallas, TX | ▼ 6% |
| 12 | San Jose, CA | ▼ 30% |
| 13 | Houston, TX | ▼ 21% |
| 14 | Phoenix, AZ | ▲ 2% |
| 15 | Denver, CO | ▼ 9% |
| 16 | Raleigh, NC | ▲ 9% |
| 17 | Minneapolis, MN | ▼ 13% |
| 18 | Philadelphia, PA | ▼ 14% |
| 19 | Arlington, VA | ▲ 28% |
| 20 | Tampa, FL | ▼ 28% |
| 21 | Saint Louis, MO | ▼ 8% |
| 22 | Columbus, OH | ▼ 37% |
| 23 | Plano, TX | ▲ 7% |
| 24 | San Antonio, TX | ▲ 1% |
| 25 | Pittsburgh, PA | ▲ 10% |

| Q2 2020 RANK | CITY | YEAR/YEAR CHANGE |
|---|---|---|
| 26 | Baltimore, MD | ▲ 16% |
| 27 | Sunnyvale, CA | ▼ 39% |
| 28 | Irving, TX | ▲ 16% |
| 29 | Richmond, VA | ▲ 33% |
| 30 | Irvine, CA | ▼ 30% |
| 31 | Durham, NC | ▲ 47% |
| 32 | Reston, VA | ▲ 7% |
| 33 | Portland, OR | ▼ 26% |
| 34 | Santa Clara, CA | ▼ 31% |
| 35 | Jacksonville, FL | ▼ 31% |
| 36 | Nashville, TN | ▼ 16% |
| 37 | Indianapolis, IN | ▼ 18% |
| 38 | Detroit, MI | ▼ 8% |
| 39 | Cincinnati, OH | ▼ 36% |
| 40 | McLean, VA | ▲ 19% |
| 41 | Sacramento, CA | ▼ 9% |
| 42 | Milwaukee, WI | ▼ 10% |
| 43 | Miami, FL | ▼ 39% |
| 44 | Jersey City, NJ | ▲ 19% |
| 45 | Colorado Springs, CO | ▼ 2% |
| 46 | Orlando, FL | ▼ 34% |
| 47 | Herndon, VA | ▲ 28% |
| 48 | Chantilly, VA | ▲ 18% |
| 49 | Madison, WI | ▲ 30% |
| 50 | Huntsville, AL | ▼ 36% |

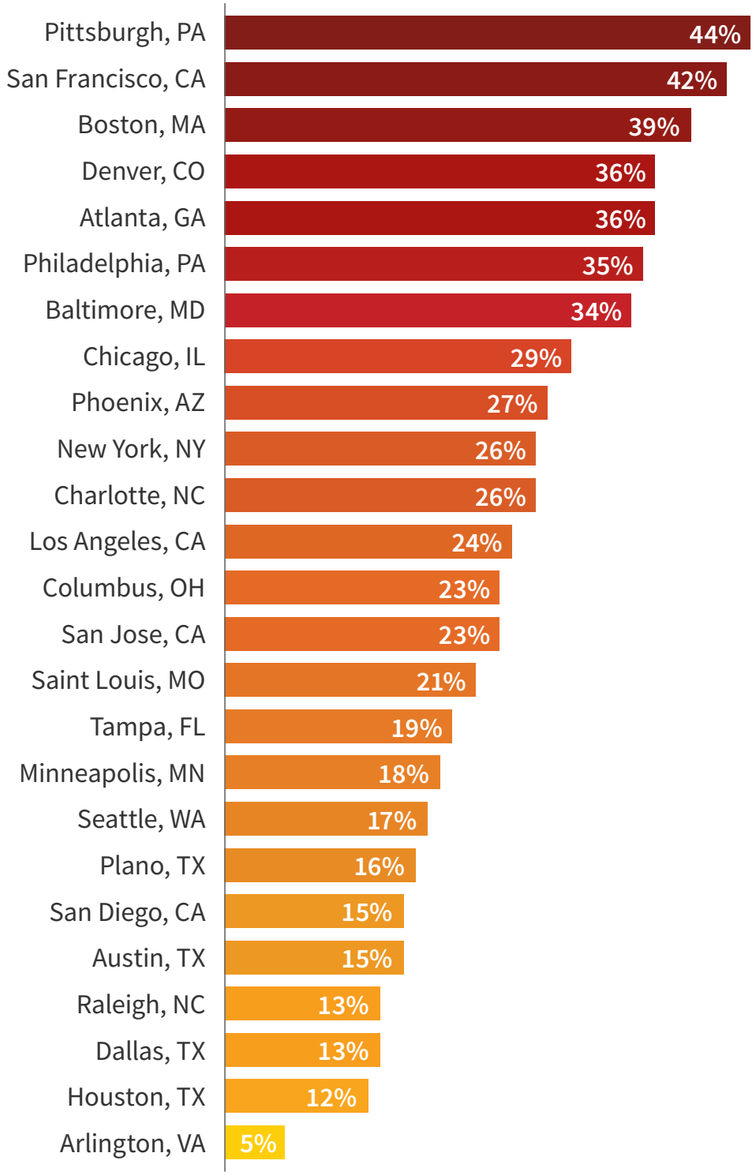
Source: Labor Insight Jobs (Burning Glass Technologies)

**Atlanta and Chicago consistently list high volumes of tech job postings, and Q2 was no exception;** both cities created more than 16,000 opportunities each. However, when compared to Q2 2019, both cities are more than 20% down, a fact that can be mainly attributed to a below-average May. However, from May to June, both cities (like nearly all in the U.S.) appear to be trending in a positive direction.

As seen in the data, June job posting volumes drastically increased at the city level compared to May. This is true with those cities which posted Q2 declines, but also with those that showed growth in Q2. In fact, while some cities are beginning to return to job posting volumes that are consistent with pre-COVID-19 levels, others are growing their tech demand to new heights.


## INCREASES IN CITY TECH JOB POSTINGS FROM MAY TO JUNE

**Top 25 cities in Q2 by job posting volume**



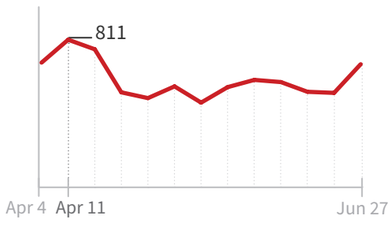

Source: Labor Insight Jobs (Burning Glass Technologies)

# NEW TECH JOB POSTINGS IN THE TOP 25 CITIES

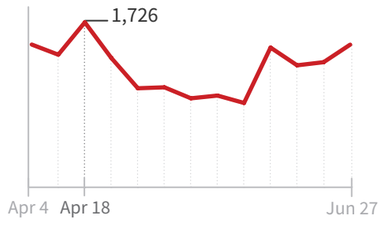
## WEEKLY DATA FROM APRIL 4, 2020 TO JUNE 27, 2020

While weekly hiring volume often fluctuates, Q2 shows strong growth in June compared to May. For weekly updates and insights, please visit the Dice COVID-19 Resource Center.

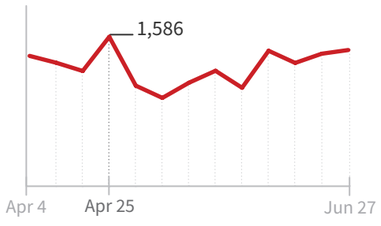
### Arlington, VA



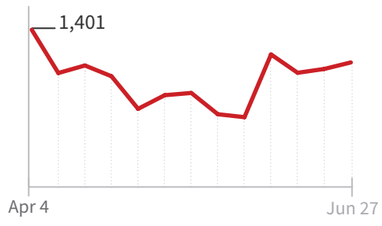

### Atlanta, GA



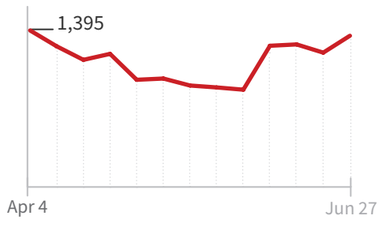

### Austin, TX



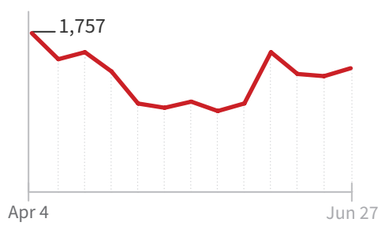

### Boston , MA



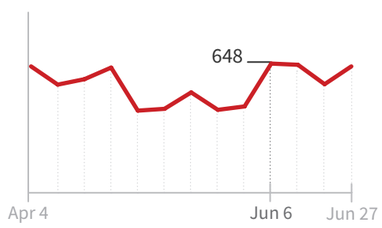

### Charlotte, NC



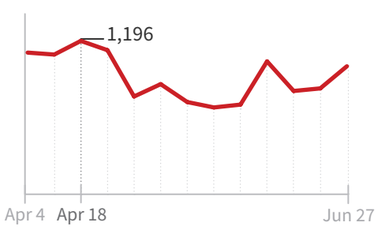

### Chicago, IL



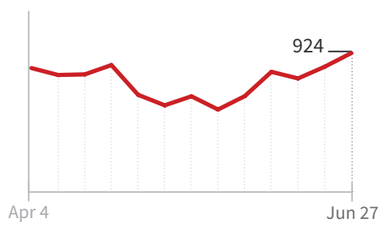

### Columbus, OH



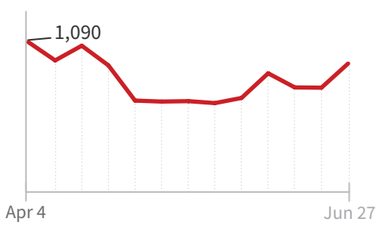

### Dallas, TX



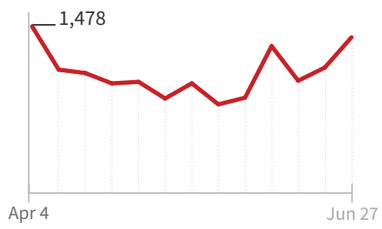

### Denver, CO



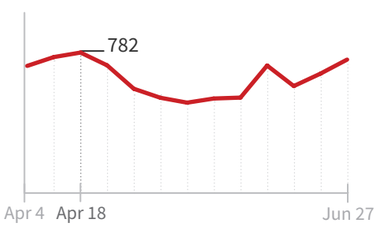

### Houston, TX



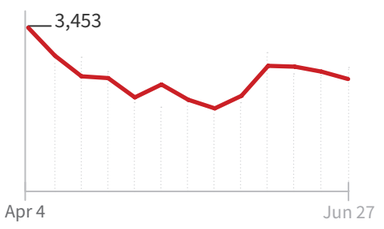

### Los Angeles, CA



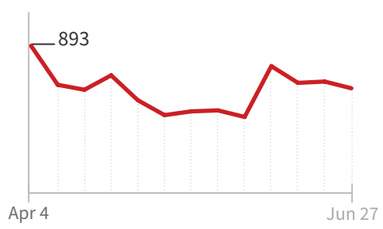

### Minneapolis, MN



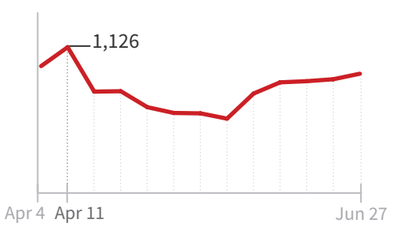

### New York, NY




### Philadelphia, PA




### Phoenix, AZ

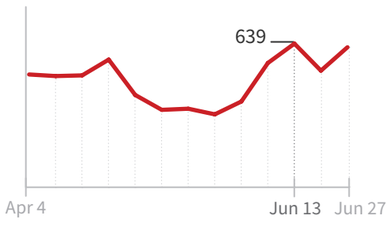



Source: Labor Insight Jobs (Burning Glass Technologies)

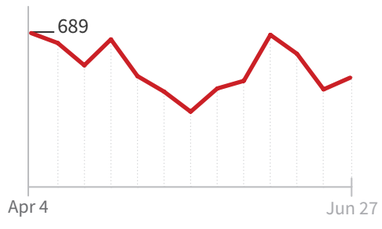
# NEW TECH JOB POSTINGS IN THE TOP 25 CITIES (CONTINUED)

WEEKLY DATA FROM APRIL 4, 2020 TO JUNE 27, 2020

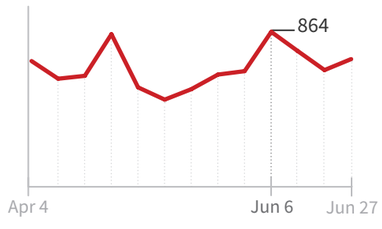
**Pittsburgh, PA**



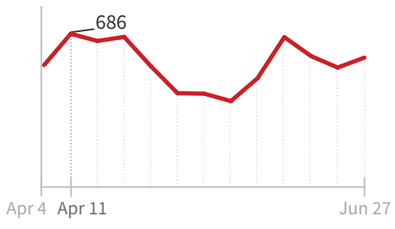

**Plano, TX**



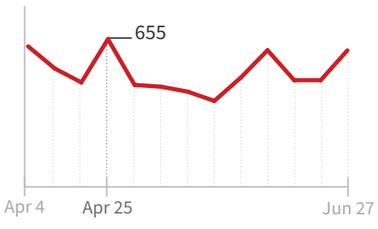

**Raleigh, NC**



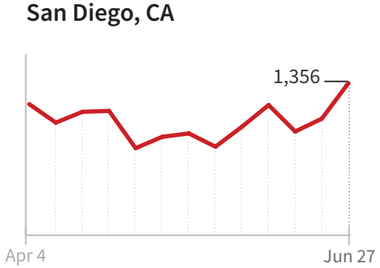

**St. Louis, MO**



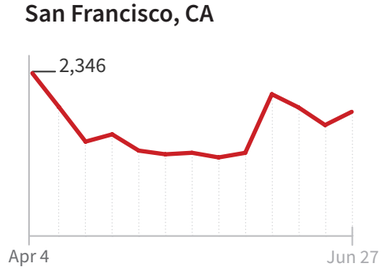

**San Antonio, TX**



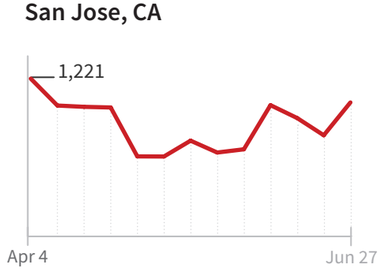

**San Diego, CA**



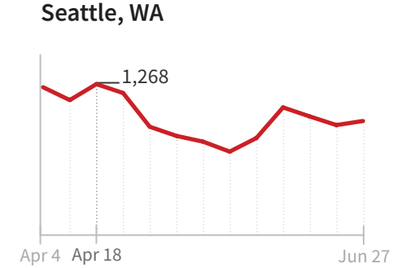

**San Francisco, CA**



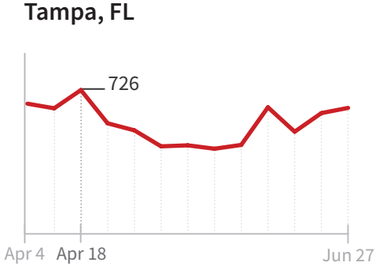

**San Jose, CA**




**Seattle, WA**




**Tampa, FL**




Source: Labor Insight Jobs (Burning Glass Technologies)

# 2 EMPLOYERS

# EMPLOYERS

**The COVID-19 pandemic impacted businesses at a variety of levels in Q2;** while employers in several industries (including manufacturing, automotive, tourism and more) experienced the effects early on, other industries, such as food and consumer goods, were immediately required to ensure their digital infrastructure and user experience were capable of meeting increased online demand.

While the beginning of the quarter marked a period of employers grappling with how to best support their entirely remote workforces, the end of the quarter found leadership strategizing when (or if) they will reopen their offices – and what that will look like.

## TOP TECH EMPLOYERS IN Q2 2020

1 *Amazon*
2 *Northrop Grumman*
3 *Raytheon*
4 *General Dynamics*
5 *Ramy Infotech*
6 *Charles Schwab*
7 *Infosys*
8 *Leidos*
9 *Lockheed Martin*
10 *Dell*

11 Oracle
12 Anthem Blue Cross
13 VMware
14 T-Mobile
15 Booz Allen Hamilton
16 Target
17 Boeing
18 Nvidia Corporation
19 SAIC
20 Blue Origin
21 Carbon 12 Labs
22 Health Care Service Corp
23 Time Warner
24 Cigna
25 Facebook
26 Capital One
27 IBM
28 CDW Corporation
29 Datafox
30 Tusimple
31 Grant Thornton
32 Google
33 Digital Management Inc.
34 BB&T Corporation
35 U.S. Bancorp
36 CGI Group
37 Capgemini
38 Wipro
39 The Bank of New York Mellon
40 Virtusa Corporation
41 Centene Corporation
42 JLL
43 Servicenow
44 NTT Data
45 Aetna Incorporated
46 Mitsubishi
47 Tetra Tech
48 NCI Information Systems
49 Disney
50 CRGT

Source: Labor Insight Jobs (Burning Glass Technologies)

**The Q2 employer data suggests that both Amazon and defense contractors (such as Raytheon, General Dynamics and Northrop Grumman) continue to prove resilient and relevant – even amidst a global pandemic.** The majority of Amazon's tech job postings are listed for Seattle, New York and San Francisco. Some of the top occupations that Amazon is looking to hire include software developer, network engineer, program manager and systems engineer. What's also interesting is that Amazon created a significant number of e-commerce specialist job postings. This is consistent with the demand from consumers to use Amazon even more for their grocery and consumer needs in the wake of COVID-19. To that point, the company has also seen their overall sales up 26% year-over-year.[2] This type of consumer trend is also consistent with Target, another one of Q2's top employers.

[2] Market Insider, "Amazon breaches $3,000 to hit fresh record — and experts say the bull run will continue into the post-pandemic economy," June 6, 2020

## TOP 20 SKILLS IN AMAZON JOB POSTINGS

1. Java
2. Python
3. C++
4. Project Management
5. SQL
6. Linux
7. Microsoft C#
8. Cloud Computing
9. Product Management
10. Ruby
11. Machine Learning
12. Program Management
13. JavaScript
14. Big Data
15. DevOps
16. AWS Redshift
17. PERL Scripting Language
18. AWS Elastic Compute Cloud (EC2)
19. Data Science
20. NoSQL

Source: Labor Insight Jobs (Burning Glass Technologies)

# 3 OCCUPATIONS

# OCCUPATIONS

**While the beginning of the quarter put employers in an uncertain landscape,** June's rise in job postings for key occupations suggests that, while the pandemic is far from over, employer confidence appears to be returning.

Throughout Q2, job postings for Java developers climbed 14% year-over-year; meanwhile, demand for computer programmers notched upward 7% and DevOps engineers rose 3%. Postings for data engineers (5%) and Salesforce CRM developers (10%) also rose. As 2019 was considered a very good year for tech in terms of jobs and demand, that certain tech professions managed to outpace that in Q2 2020 - during a pandemic - is nothing short of remarkable.

Between May and June, job postings for key tech occupations increased significantly: software developer postings increased by 25%; for systems engineers, it was 24%; and for application developers, it was 31%.

## TOP TECH OCCUPATIONS BY JOB POSTINGS IN Q2

| Q2 2020 RANK | OCCUPATION | YEAR/YEAR CHANGE |
|---|---|---|
| 1 | Software Developer | ▼ 11% |
| 2 | Network Engineer | ▼ 13% |
| 3 | Systems Engineer | ▼ 13% |
| 4 | Senior Software Developer | ▼ 15% |
| 5 | Java Developer | ▲ 14% |
| 6 | Business Analyst | ▼ 19% |
| 7 | Software QA Engineer | ▼ 13% |
| 8 | Application Developer | ▼ 14% |
| 9 | IT Project Manager | ▼ 18% |
| 10 | Program Manager | ▼ 16% |
| 11 | Cyber Security Engineer | ▼ 6% |
| 12 | Computer Support Specialist | ▼ 26% |
| 13 | Systems Administrator | ▼ 18% |
| 14 | Computer Programmer | ▲ 7% |
| 15 | DevOps Engineer | ▲ 3% |
| 16 | Senior Business Analyst | ▼ 30% |
| 17 | .NET Developer | ▲ 0% |
| 18 | Database Administrator | ▼ 8% |
| 19 | Data Analyst | ▼ 19% |
| 20 | Senior Java Developer | ▼ 10% |
| 21 | Technical Support Engineer | ▼ 23% |
| 22 | Help Desk Technician | ▼ 19% |
| 23 | Data Engineer | ▲ 5% |
| 24 | Graphic Designer | ▼ 35% |
| 25 | Front End Developer | ▼ 6% |

| Q2 2020 RANK | OCCUPATION | YEAR/YEAR CHANGE |
|---|---|---|
| 26 | Application Support Engineer | ▼ 21% |
| 27 | Systems Analyst | ▼ 20% |
| 28 | Salesforce Developer | ▲ 10% |
| 29 | Business Intelligence Analyst | ▼ 40% |
| 30 | Product Manager | ▼ 31% |
| 31 | Technical Project Manager | ▼ 20% |
| 32 | Technical Consultant | ▼ 27% |
| 33 | Cyber Security Analyst | ▼ 11% |
| 34 | Technical Manager | ▼ 16% |
| 35 | Program Analyst | ▼ 7% |
| 36 | Data Scientist | ▼ 18% |
| 37 | Web Developer | ▼ 18% |
| 38 | Software Product Manager | ▼ 22% |
| 39 | Systems Support Specialist | ▼ 20% |
| 40 | Business Intelligence Developer | ▼ 15% |
| 41 | Back End Developer | ▲ 15% |
| 42 | Cyber Security Consultant | ▲ 15% |
| 43 | Senior Project Manager | ▼ 27% |
| 44 | Unix Administrator | ▲ 3% |
| 45 | Data Warehouse Developer | ▼ 23% |
| 46 | Cyber Security Manager | ▲ 7% |
| 47 | Python Developer | ▲ 8% |
| 48 | SAP Analyst | ▼ 7% |
| 49 | Software QA Analyst | ▼ 23% |
| 50 | Mobile Developer | ▼ 9% |

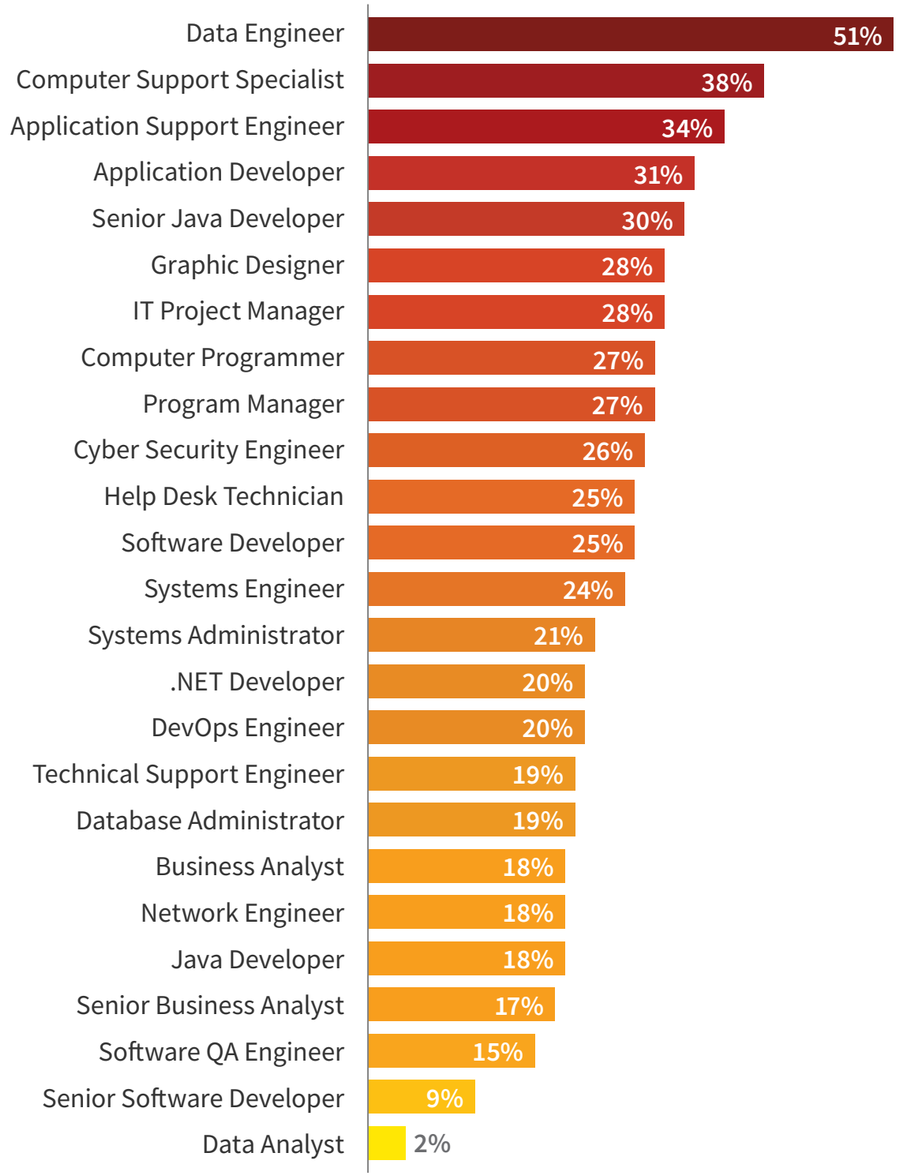
Source: Labor Insight Jobs (Burning Glass Technologies)

What's behind these positive trends? During the nation's initial wave of lockdowns, companies had to make rapid decisions about remote work. This, coupled with uncertainty, resulted in employers prioritizing infrastructure, systems and security over new product development. Months later, there's more knowledge surrounding the situation so employers are more confident to engage in long-term planning, and clearly see a need for vital technologists who can help build new products and maintain the current tech stack; thus, the need for developers, engineers, and programmers in various disciplines.

As the industry moves forward, watch for companies to make drastic changes to their infrastructure in order to fulfill new strategies. For example, as large firms like Twitter shift to allow employees to work remotely full-time, technologists who deal with infrastructure will need to adjust their systems and workflow accordingly. Cybersecurity experts will need to develop long-term plans for securing sensitive data across widely distributed networks; sysadmins who are used to dealing with on-premises tech stacks may need to begin evaluating cloud services that will allow teams all over the world to collaborate seamlessly, despite different time zones. In coming years, even more firms will turn to cloud platforms such as AWS and Microsoft's Azure for their storage and computing needs, abandoning in-house servers and data centers entirely.

## INCREASES IN TECH JOB POSTINGS FROM MAY TO JUNE

**Top 25 occupations in Q2 by job posting volume**



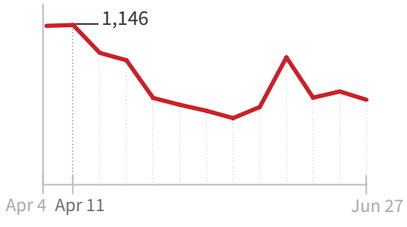

Source: Labor Insight Jobs (Burning Glass Technologies)

# NEW TECH JOB POSTINGS IN THE TOP 25 OCCUPATIONS

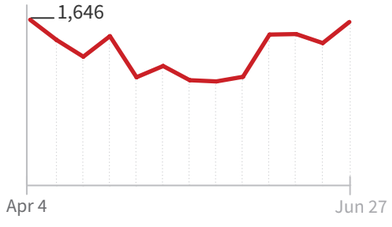
WEEKLY DATA FROM APRIL 4, 2020 TO JUNE 27, 2020

While weekly hiring volume often fluctuates, Q2 shows strong growth in June compared to May. For weekly updates and insights, please visit the Dice COVID-19 Resource Center.

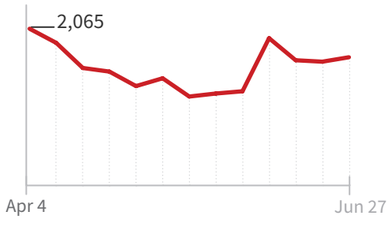
### .NET Developer



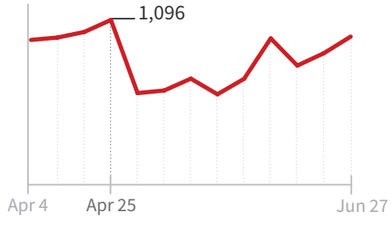

### Application Developer



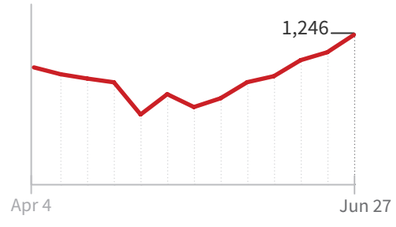

### Business Analyst



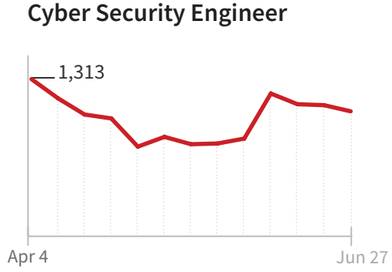

### Computer Programmer



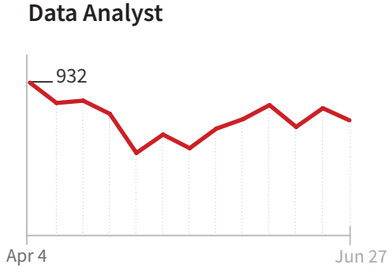

### Computer Support Specialist



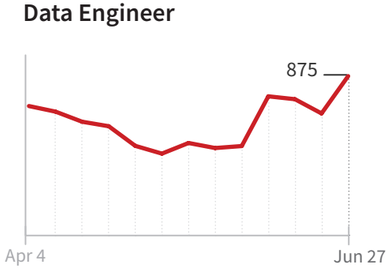

### Cyber Security Engineer



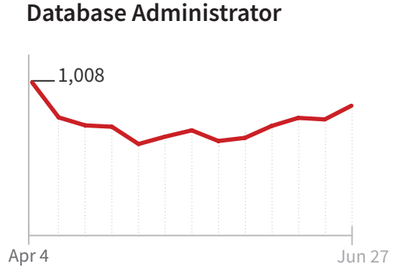

### Data Analyst



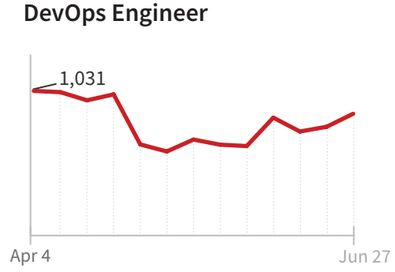

### Data Engineer



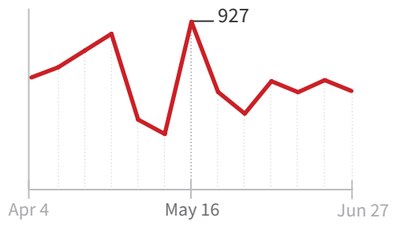

### Database Administrator



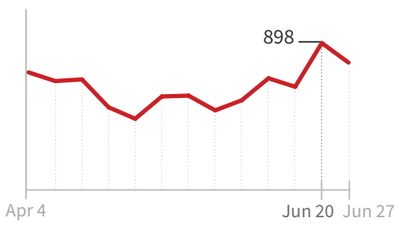

### DevOps Engineer



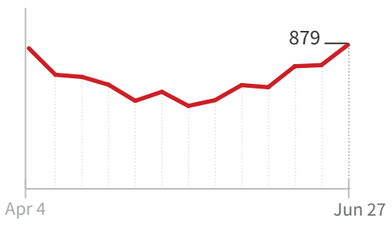

### Front End Developer



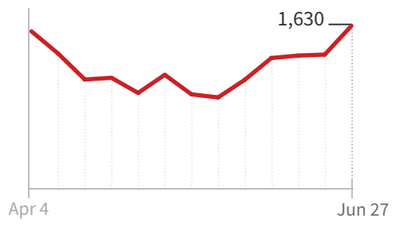

### Graphic Designer



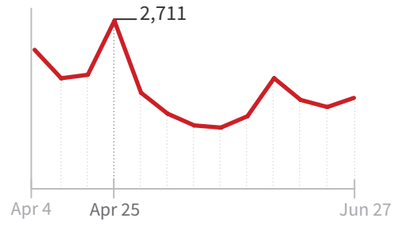

### Help Desk Technician




### IT Project Manager




### Java Developer

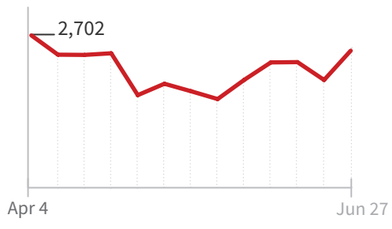



Source: Labor Insight Jobs (Burning Glass Technologies)

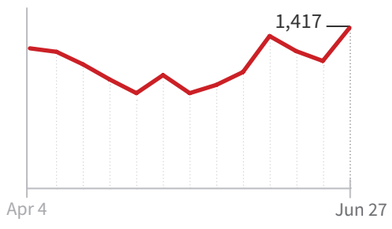
# NEW TECH JOB POSTINGS IN THE TOP 25 OCCUPATIONS (CONTINUED)

WEEKLY DATA FROM APRIL 4, 2020 TO JUNE 27, 2020

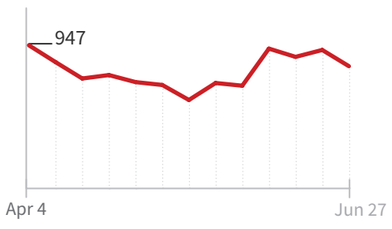
**Network Engineer**



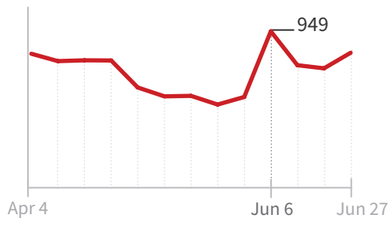

**Program Manager**



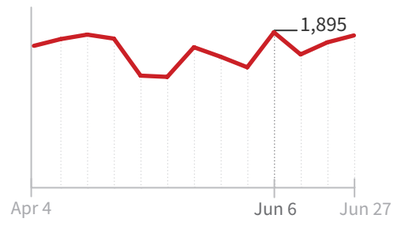

**Senior Business Analyst**



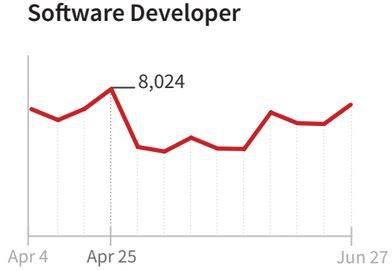

**Senior Java Developer**



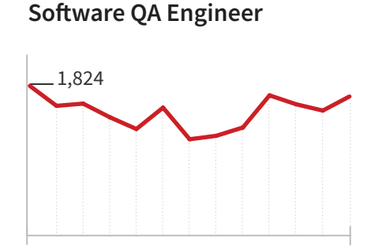

**Senior Software Developer**



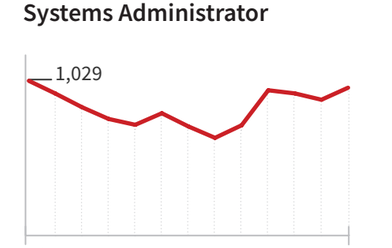

**Software Developer**



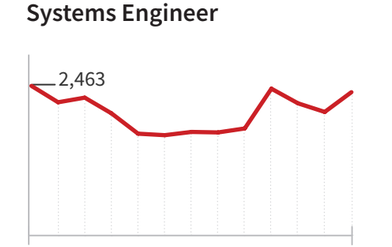

**Software QA Engineer**



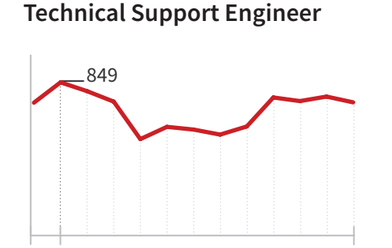

**Systems Administrator**




**Systems Engineer**




**Technical Support Engineer**



# 4 SKILLS

# SKILLS

**During the initial stages of lockdown, employers had particular talent demands,** such as sysadmins and other technologists who could quickly adjust their workforces to operating from home offices and cybersecurity experts to keep these newly dispersed networks safe from outside attack. By the end of Q2, with companies experiencing greater stability, the demand for other specific tech skills has returned.

In Q2 overall, DevOps (11%), Git (3%) and information security (2%) were prioritized by employers. Unsurprising, many other skills dipped year-over-year in the second quarter, which is understandable, considering the marketplace pressures exerted by COVID-19. However, when we compare demand for skills between May and June, we again see positivity across the board.

## TOP TECH SKILLS BY JOB POSTINGS IN Q2

| Q2 2020 RANK | SKILL | YEAR/YEAR CHANGE |
|---|---|---|
| 1 | SQL | ▼ 15% |
| 2 | Project Management | ▼ 22% |
| 3 | Java | ▼ 8% |
| 4 | Python | ▼ 3% |
| 5 | JavaScript | ▼ 4% |
| 6 | Linux | ▼ 10% |
| 7 | Oracle | ▼ 14% |
| 8 | Technical Support | ▼ 21% |
| 9 | Scrum | ▼ 9% |
| 10 | Business Process | ▼ 20% |
| 11 | Information Systems | ▼ 13% |
| 12 | DevOps | ▲ 11% |
| 13 | Git | ▲ 3% |
| 14 | Microsoft C# | ▼ 13% |
| 15 | C++ | ▼ 20% |
| 16 | UNIX | ▼ 12% |
| 17 | Atlassian JIRA | ▲ 0% |
| 18 | Agile Development | ▼ 7% |
| 19 | Systems Engineering | ▼ 4% |
| 20 | SQL Server | ▼ 15% |
| 21 | .NET | ▼ 6% |
| 22 | Debugging | ▼ 5% |
| 23 | SDLC | ▼ 5% |
| 24 | Unit Testing | ▼ 13% |
| 25 | Information Security | ▲ 2% |

| Q2 2020 RANK | SKILL | YEAR/YEAR CHANGE |
|---|---|---|
| 26 | Product Management | ▼ 26% |
| 27 | Relational Databases | ▼ 19% |
| 28 | System Administration | ▼ 13% |
| 29 | XML | ▼ 14% |
| 30 | Change Management | ▼ 20% |
| 31 | Technical Writing | ▼ 14% |
| 32 | ETL | ▼ 11% |
| 33 | SAP | ▼ 17% |
| 34 | AngularJS | ▼ 3% |
| 35 | OOAD | ▼ 24% |
| 36 | Continuous Integration | ▼ 6% |
| 37 | Web App Development | ▼ 18% |
| 38 | Product Development | ▼ 25% |
| 39 | Data Science | ▼ 4% |
| 40 | Kubernetes | ▲ 28% |
| 41 | Data Management | ▼ 10% |
| 42 | Big Data | ▼ 16% |
| 43 | Data Warehousing | ▼ 16% |
| 44 | Docker Software | ▲ 26% |
| 45 | Salesforce | ▼ 15% |
| 46 | NoSQL | ▼ 2% |
| 47 | Machine Learning | ▼ 13% |
| 48 | Configuration Management | ▼ 7% |
| 49 | System Design | ▼ 8% |
| 50 | VMware | ▼ 15% |

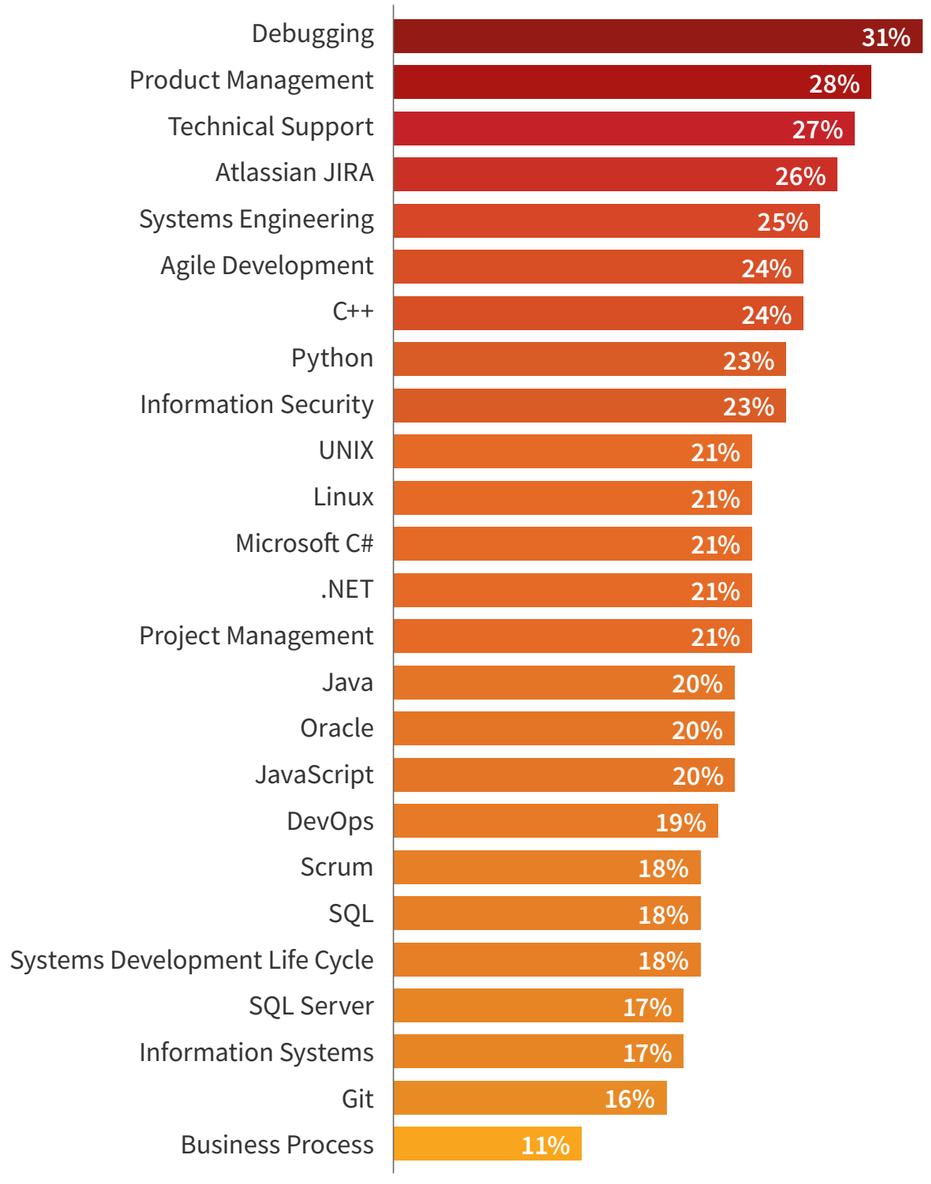
Source: Labor Insight Jobs (Burning Glass Technologies)

**Job postings for product management rose by 28% between May and June,** which suggests that, as confidence returns, employers feel cautiously optimistic to return to new product development to differentiate and capitalize on the changing landscape. SQL has remained in strong demand throughout the duration of the COVID-19 crisis, and saw a 18% rise in job postings between the two months; as companies plot a strategy through the pandemic, they've clearly needed experts who can figure out how to efficiently store and retrieve data. Python and Linux rose 23% and 21%, respectively; both of these are fundamental to many companies' internal and external apps and services (just think about how many legacy apps have been built in Python, and how many systems use Linux).

In short, the skills that have enjoyed a recent rise have proven to be quite varied. In Q1, the skills that were most in demand revolved around structures and systems; now, the data suggests that businesses are more confident to return to new product and project development. As we continue through the second half of the year, we will continue to monitor and report on how businesses prioritize their hiring.

## INCREASES IN SKILL REQUESTS BY TECH JOB POSTINGS FROM MAY TO JUNE

**Top 25 skills in Q2 by job posting volume**




Source: Labor Insight Jobs (Burning Glass Technologies)

**For weekly updates and insights on how the COVID-19 pandemic is impacting tech, please visit the Dice COVID-19 Resource Center.**

## ABOUT DICE

Dice is a leading tech career hub connecting employers with skilled technology professionals and providing tech professionals with career opportunities, data, insights and advice. Established in 1990, Dice began as one of the first career sites and today provides a comprehensive suite of recruiting solutions, empowering companies and recruiters to make informed hiring decisions. Dice serves multiple markets throughout North America.

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### Methods

To gather these insights, job posting data was provided by Dice's partner, Burning Glass Technologies, which has a database of more than 1 billion current and historical job postings worldwide. Dice analyzed over 6 million tech job postings in the U.S. To gather our specific dataset, we filtered for "Information Technology" jobs with hours that fall under "Full Time," "Part Time" and "Not Listed," as well as job types that are categorized as "Permanent," or "Not Listed."

The datasets used for the "Employers" section were gathered by using the above criteria, with an additional filter for job postings that only derive from employer sites.