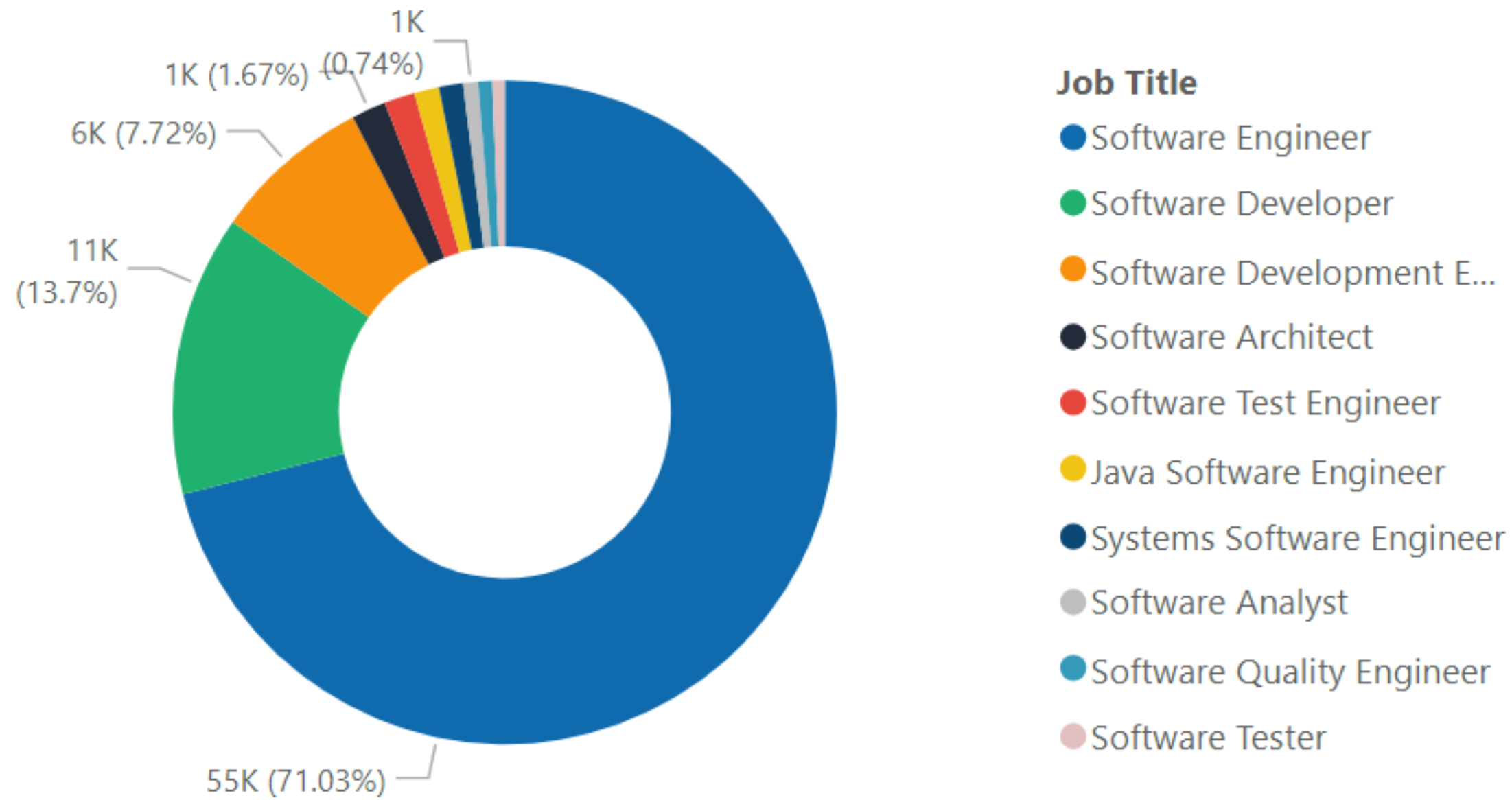




# Market Analysis Report

## Selected Job Titles (Top 10)



## Selected Geographies



Top Sectors	All Postings
Technology, Information and Media	18,074
Professional Services	15,331
Manufacturing	15,156
Financial Services	8,963
Administrative and Support Services	4,037

Companies	All Postings
Amazon.com	4,019
Apple	2,253
Google	1,385
JPMorgan Chase & Co	1,836
Recruiting from Scratch	2,039

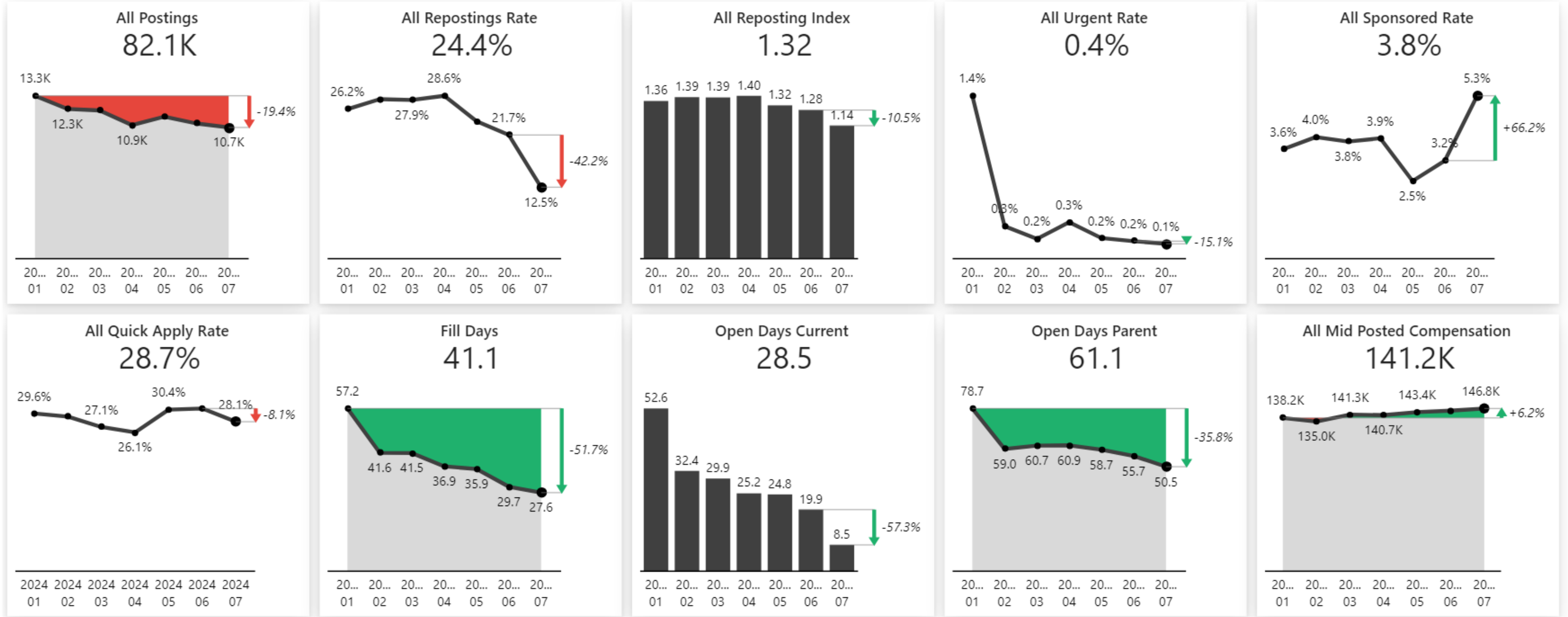
Top Metro Areas	All Postings
Seattle-Tacoma-Bellevue WA	6,140
San Jose-Sunnyvale-Santa Clara CA	6,097
Washington-Arlington-Alexandria DC-VA-MD-WV	5,930
San Francisco-Oakland-Fremont CA	3,508
New York-Newark-Jersey City NY-NJ	3,507

# Job Postings



# Posting Key Performance Indicators (KPI)

From 1/1/2024 to 7/31/2024



# Posting Summary by Major Occupational Group

From 1/1/2024 to 7/31/2024

Major Group	All Postings	Postings by Month	Repostings	Net Postings	Reposting Rate	Filled Postings	Fill Rate	Fill Days	Open Postings	Open Rate	Open Days Parent	Comp. (Mid)
Computer and Mathematical Occupations	56,650		13,962	42,688	24.65%	31,915	74.76%	40.15	10,773	25.24%	60.73	135,408
Management Occupations	24,409		5,787	18,622	23.71%	12,935	69.46%	43.87	5,687	30.54%	62.23	157,517
Educational Instruction and Library Occupations	883		209	674	23.67%	516	76.56%	32.79	158	23.44%	60.40	85,785
Business and Financial Operations Occupations	125		33	92	26.40%	70	76.09%	29.49	22	23.91%	32.45	71,262
Life, Physical, and Social Science Occupations	30		7	23	23.33%	18	78.26%	31.28	5	21.74%	41.53	140,563
Military Specific Occupations	22		2	20	9.09%	15	75.00%	31.00	5	25.00%	25.23	170,605
<b>Total</b>	<b>82,119</b>		<b>20,000</b>	<b>62,119</b>	<b>24.35%</b>	<b>45,469</b>	<b>73.20%</b>	<b>41.11</b>	<b>16,650</b>	<b>26.80%</b>	<b>61.11</b>	<b>141,184</b>

# Posting Summary by Top Job Titles

From 1/1/2024 to 7/31/2024

Job Title	All Postings	Postings by Month	Repostings	Net Postings	Reposting Rate	Filled Postings	Fill Rate	Fill Days	Open Postings	Open Rate	Open Days Parent	Comp. (Mid)
Software Engineer	54,516		13,470	41,046	24.71%	29,589	72.09%	42.46	11,457	27.91%	64.07	149,938
Software Developer	10,513		2,456	8,057	23.36%	6,152	76.36%	39.12	1,905	23.64%	58.98	115,305
Software Development Engineer	5,925		1,762	4,163	29.74%	3,019	72.52%	39.69	1,144	27.48%	55.47	137,287
Software Architect	1,283		166	1,117	12.94%	777	69.56%	42.33	340	30.44%	51.67	170,031
Software Test Engineer	1,145		254	891	22.18%	696	78.11%	37.39	195	21.89%	47.31	118,589
Java Software Engineer	932		244	688	26.18%	512	74.42%	41.37	176	25.58%	60.55	137,858
Systems Software Engineer	897		223	674	24.86%	500	74.18%	47.92	174	25.82%	61.11	155,647
Software Analyst	566		64	502	11.31%	403	80.28%	29.64	99	19.72%	34.93	89,835
Software Quality Engineer	520		120	400	23.08%	326	81.50%	32.79	74	18.50%	39.53	121,132
Software Tester	458		72	386	15.72%	319	82.64%	28.17	67	17.36%	32.23	82,921
Software Installer	453		279	174	61.59%	75	43.10%	40.28	99	56.90%	128.22	106,616
Software Project Manager	432		100	332	23.15%	257	77.41%	42.13	75	22.59%	44.87	137,351
Software Systems Engineer	360		164	196	45.56%	151	77.04%	51.30	45	22.96%	72.31	126,435
Software Quality Assurance Engineer (SQA Engineer)	348		40	308	11.49%	258	83.77%	32.07	50	16.23%	33.96	106,602
Software Applications Engineer	324		55	269	16.98%	208	77.32%	43.52	61	22.68%	70.83	134,012
Software Development Project Manager	253		28	225	11.07%	166	73.78%	25.99	59	26.22%	27.75	139,947
Software Development Director	218		24	194	11.01%	158	81.44%	33.83	36	18.56%	32.36	187,968
Software Applications Specialist	195		25	170	12.82%	127	74.71%	34.35	43	25.29%	43.10	81,723
Software Developer, Applications	193		42	151	21.76%	110	72.85%	39.83	41	27.15%	49.49	114,974
Windows Software Engineer	187		31	156	16.58%	109	69.87%	45.60	47	30.13%	53.82	134,387
<b>Total</b>	<b>79,718</b>		<b>19,619</b>	<b>60,099</b>	<b>24.61%</b>	<b>43,912</b>	<b>73.07%</b>	<b>41.32</b>	<b>16,187</b>	<b>26.93%</b>	<b>61.58</b>	<b>142,218</b>

# Posting Summary by Top Metro Areas

From 1/1/2024 to 7/31/2024

Metro Area (CBSA)	All Postings	Postings by Month	Repostings	Net Postings	Reposting Rate	Filled Postings	Fill Rate	Fill Days	Open Postings	Open Rate	Open Days Parent	Comp. (Mid)
Seattle-Tacoma-Bellevue WA	6,140		1,952	4,188	31.79%	2,946	70.34%	41.24	1,242	29.66%	72.43	155,687
San Jose-Sunnyvale-Santa Clara CA	6,097		2,018	4,079	33.10%	2,707	66.36%	51.79	1,372	33.64%	74.41	182,955
Washington-Arlington-Alexandria DC-VA-MD-WV	5,930		1,783	4,147	30.07%	2,880	69.45%	46.70	1,267	30.55%	74.11	137,341
San Francisco-Oakland-Fremont CA	3,508		533	2,975	15.19%	1,937	65.11%	45.54	1,038	34.89%	59.16	183,759
New York-Newark-Jersey City NY-NJ	3,507		697	2,810	19.87%	1,999	71.14%	38.98	811	28.86%	57.33	155,765
Baltimore-Columbia-Towson MD	3,342		1,172	2,170	35.07%	1,249	57.56%	62.71	921	42.44%	100.30	150,225
Dallas-Fort Worth-Arlington TX	3,155		905	2,250	28.68%	1,698	75.47%	39.15	552	24.53%	67.64	131,656
Boston-Cambridge-Newton MA-NH	2,417		437	1,980	18.08%	1,413	71.36%	40.69	567	28.64%	49.50	140,848
Atlanta-Sandy Springs-Roswell GA	2,137		597	1,540	27.94%	1,154	74.94%	39.31	386	25.06%	60.13	132,309
Los Angeles-Long Beach-Anaheim CA	2,006		369	1,637	18.39%	1,128	68.91%	44.68	509	31.09%	55.59	146,718
Austin-Round Rock-San Marcos TX	1,844		509	1,335	27.60%	1,005	75.28%	42.70	330	24.72%	52.90	136,499
Chicago-Naperville-Elgin IL-IN	1,726		364	1,362	21.09%	1,028	75.48%	36.30	334	24.52%	55.75	128,577
San Diego-Chula Vista-Carlsbad CA	1,668		676	992	40.53%	712	71.77%	54.39	280	28.23%	74.72	154,580
Denver-Aurora-Centennial CO	1,340		350	990	26.12%	751	75.86%	41.34	239	24.14%	59.68	133,417
Philadelphia-Camden-Wilmington PA-NJ-DE-MD	1,300		312	988	24.00%	785	79.45%	36.83	203	20.55%	60.50	126,241
Detroit-Warren-Dearborn MI	1,104		277	827	25.09%	632	76.42%	41.67	195	23.58%	67.52	117,073
Phoenix-Mesa-Chandler AZ	976		189	787	19.36%	641	81.45%	31.10	146	18.55%	40.27	129,603
Minneapolis-St. Paul-Bloomington MN-WI	914		123	791	13.46%	641	81.04%	30.06	150	18.96%	36.59	121,906
Huntsville AL	795		242	553	30.44%	400	72.33%	61.04	153	27.67%	77.36	123,697
Houston-Pasadena-The Woodlands TX	783		173	610	22.09%	473	77.54%	44.40	137	22.46%	69.51	113,620
<b>Total</b>	<b>50,689</b>		<b>13,678</b>	<b>37,011</b>	<b>26.98%</b>	<b>26,179</b>	<b>70.73%</b>	<b>43.94</b>	<b>10,832</b>	<b>29.27%</b>	<b>66.98</b>	<b>151,500</b>

# Posting Summary by Industry Sector

From 1/1/2024 to 7/31/2024

Industry Sector	All Postings	Postings by Month	Repostings	Net Postings	Reposting Rate	Filled Postings	Fill Rate	Fill Days	Open Postings	Open Rate	Open Days Parent	Comp. (Mid)
Technology, Information and Media	18,074		4,174	13,900	23.09%	10,257	73.79%	40.40	3,643	26.21%	62.27	150,079
Professional Services	15,331		3,822	11,509	24.93%	8,297	72.09%	41.48	3,212	27.91%	61.77	132,196
Manufacturing	15,156		4,969	10,187	32.79%	7,517	73.79%	50.96	2,670	26.21%	70.29	148,627
Financial Services	8,963		2,038	6,925	22.74%	5,351	77.27%	32.92	1,574	22.73%	58.35	140,575
Administrative and Support Services	4,037		325	3,712	8.05%	2,214	59.64%	34.59	1,498	40.36%	47.18	153,744
Retail	2,630		883	1,747	33.57%	1,307	74.81%	37.58	440	25.19%	56.86	142,964
Hospitals and Health Care	2,294		389	1,905	16.96%	1,595	83.73%	34.07	310	16.27%	40.62	132,289
Entertainment Providers	1,406		116	1,290	8.25%	836	64.81%	46.97	454	35.19%	61.18	169,361
Education	920		180	740	19.57%	546	73.78%	47.89	194	26.22%	65.20	95,730
Transportation, Logistics, Supply Chain and Storage	885		181	704	20.45%	523	74.29%	43.47	181	25.71%	54.88	118,749
Government Administration	716		102	614	14.25%	497	80.94%	33.17	117	19.06%	37.97	99,919
Construction	455		57	398	12.53%	313	78.64%	41.34	85	21.36%	42.90	107,353
Accommodation Services	413		84	329	20.34%	254	77.20%	40.55	75	22.80%	47.40	127,056
Consumer Services	410		83	327	20.24%	249	76.15%	39.00	78	23.85%	44.75	121,083
Wholesale	405		179	226	44.20%	193	85.40%	36.97	33	14.60%	77.16	110,460
Real Estate and Equipment Rental Services	342		55	287	16.08%	204	71.08%	39.37	83	28.92%	55.75	137,392
Utilities	331		51	280	15.41%	208	74.29%	35.15	72	25.71%	52.58	117,908
Oil, Gas, and Mining	228		25	203	10.96%	140	68.97%	41.37	63	31.03%	48.86	115,315
Farming, Ranching, Forestry	35		5	30	14.29%	22	73.33%	45.77	8	26.67%	60.11	105,242
<b>Total</b>	<b>73,031</b>		<b>17,718</b>	<b>55,313</b>	<b>24.26%</b>	<b>40,523</b>	<b>73.26%</b>	<b>41.08</b>	<b>14,790</b>	<b>26.74%</b>	<b>60.99</b>	<b>142,616</b>

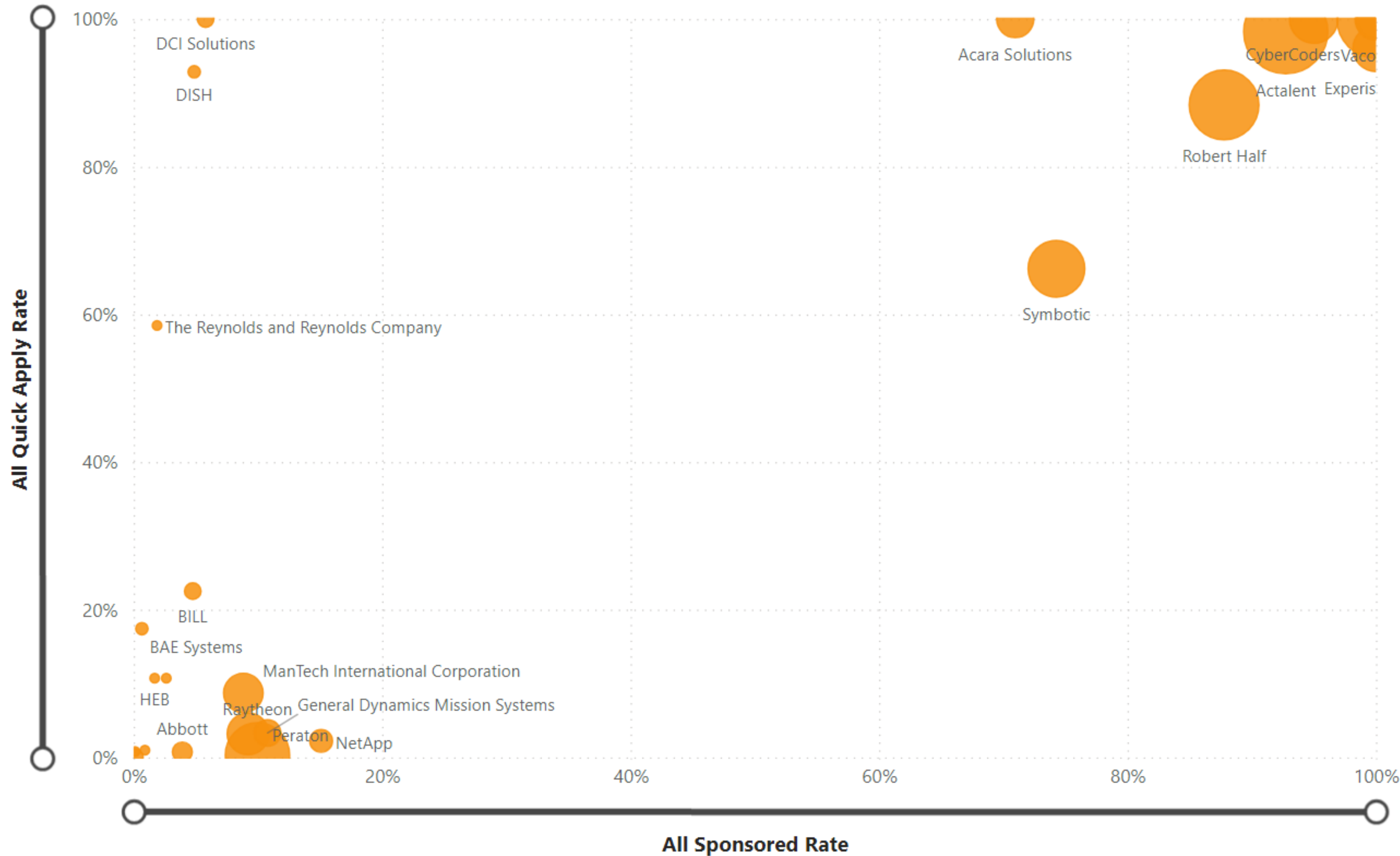
# Posting Summary by Top Employers

From 1/1/2024 to 7/31/2024

Company	All Postings	Postings by Month	Repostings	Net Postings	Reposting Rate	Filled Postings	Fill Rate	Fill Days	Open Postings	Open Rate	Open Days Parent	Comp. (Mid)
Amazon.com	4,019		1,201	2,818	29.88%	1,986	70.48%	39.11	832	29.52%	53.42	132,981
Apple	2,253		1,518	735	67.38%	566	77.01%	83.96	169	22.99%	94.88	200,917
Recruiting from Scratch	2,039		57	1,982	2.80%	814	41.07%	36.50	1,168	58.93%	52.31	173,637
JPMorgan Chase & Co	1,836		505	1,331	27.51%	1,055	79.26%	37.68	276	20.74%	76.02	178,395
Google	1,385		572	813	41.30%	576	70.85%	42.33	237	29.15%	53.10	
Capital One	1,167		497	670	42.59%	524	78.21%	39.58	146	21.79%	109.29	
Lockheed Martin	1,057		642	415	60.74%	343	82.65%	82.17	72	17.35%	108.61	125,281
Microsoft	874		449	425	51.37%	350	82.35%	42.80	75	17.65%	178.42	165,369
Walmart	821		445	376	54.20%	213	56.65%	46.84	163	43.35%	91.62	172,944
Oracle	699		306	393	43.78%	292	74.30%	39.32	101	25.70%	53.74	150,232
Raytheon	672		295	377	43.90%	316	83.82%	44.02	61	16.18%	77.37	135,408
SAIC	586		256	330	43.69%	274	83.03%	56.03	56	16.97%	60.91	129,869
Pearson	558		158	400	28.32%	350	87.50%	19.81	50	12.50%	23.70	117,165
Leidos	541		205	336	37.89%	231	68.75%	55.22	105	31.25%	95.55	127,689
Wells Fargo	524		112	412	21.37%	357	86.65%	13.94	55	13.35%	51.26	166,799
Northrop Grumman	468		126	342	26.92%	255	74.56%	35.59	87	25.44%	39.99	140,948
TikTok	425		6	419	1.41%	151	36.04%	80.43	268	63.96%	99.52	204,857
Meta	373		70	303	18.77%	198	65.35%	50.28	105	34.65%	56.62	205,292
Emergent Software	370		88	282	23.78%	282	100.00%	45.16			43.29	119,922
U.S. Bank	343		18	325	5.25%	218	67.08%	15.18	107	32.92%	19.03	127,463
<b>Total</b>	<b>21,010</b>		<b>7,526</b>	<b>13,484</b>	<b>35.82%</b>	<b>9,351</b>	<b>69.35%</b>	<b>43.37</b>	<b>4,133</b>	<b>30.65%</b>	<b>73.46</b>	<b>156,655</b>

# Top Employers Sponsorship and Quick Apply Rates

From 1/1/2024 to 7/31/2024



**Sponsorship Rate** indicates the percentage of ads that have been identified as sponsored. This indicates an employers investment in advertising for a given position. Note that sponsorship is obtained when it is available and not all sponsorship indicators may be captured. Once a sponsorship indicator is captured, it is retained for the life of the ad.

**Quick Apply Rate** (aka Apply on Indeed) indicates the percentage of the ads that have an Indeed apply button enabled. This provides a streamlined candidate experience. Once the button is captured, it is retained for the life of the ad.

This scatterplot graphic shows the top employer sponsorship and quick apply rates.

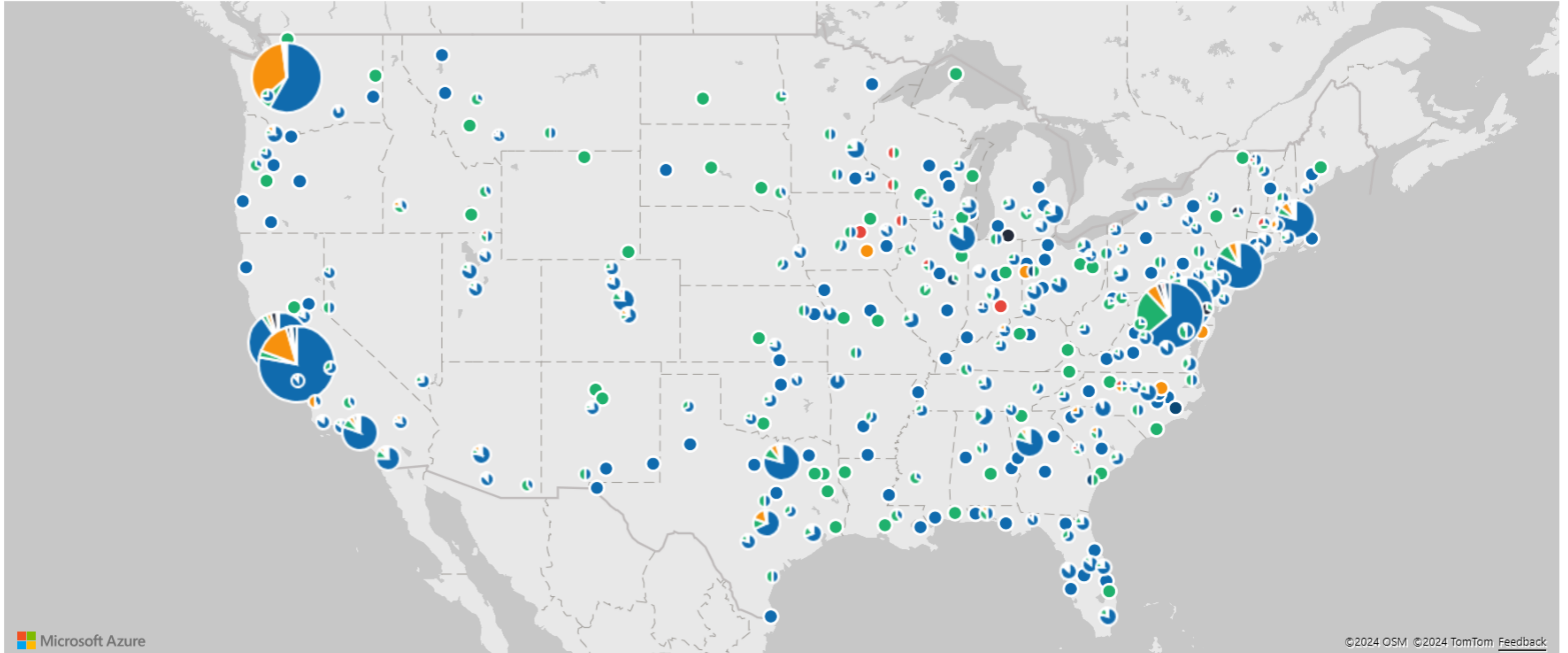
Sponsored rates are plotted along the X axis and the quick apply rate is plotted along the Y axis. The size of the dot plot is based on the number of sponsored postings.



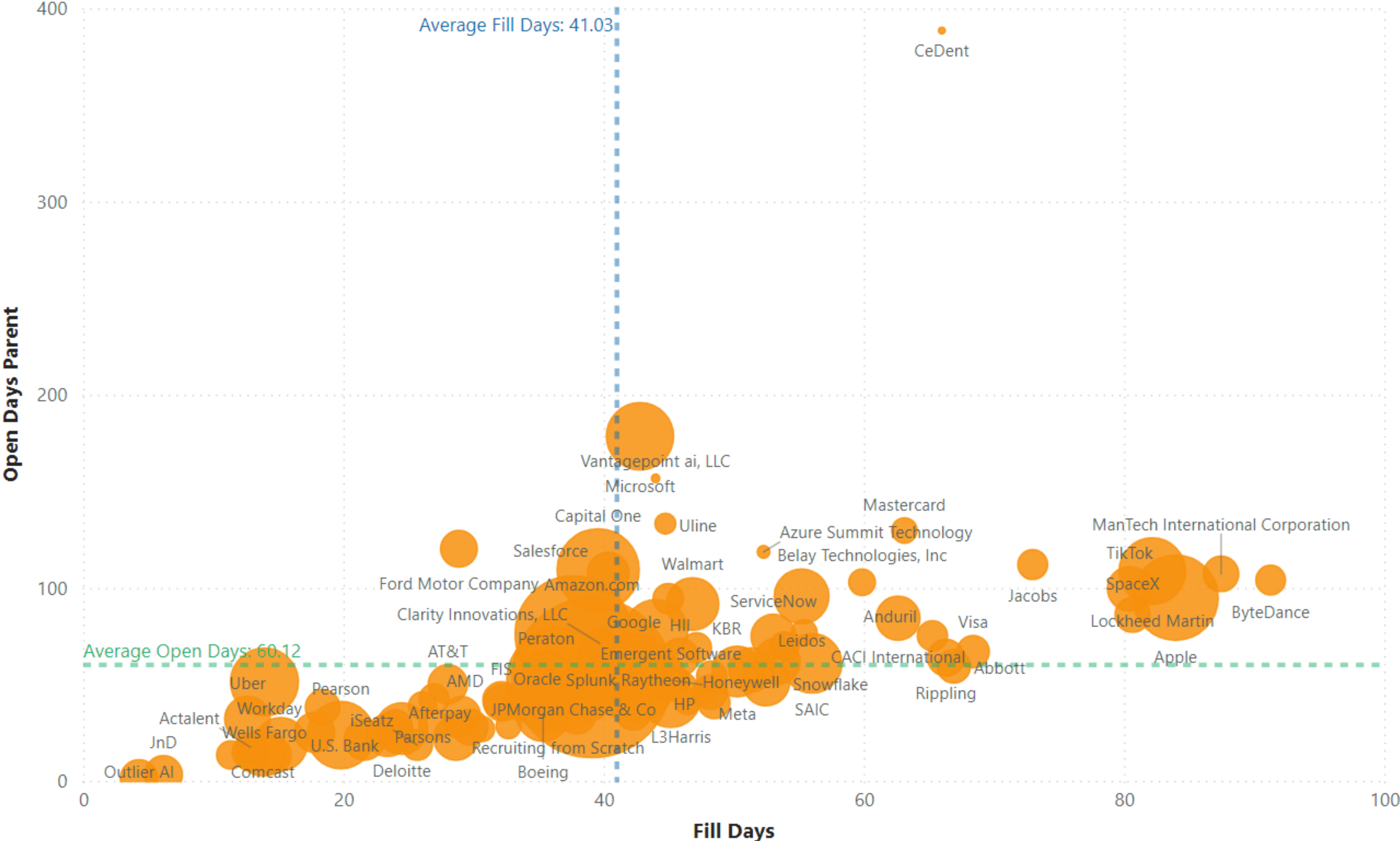
# Open Postings by Metro Area (Continental US) and Job Title

From 1/1/2024 to 7/31/2024

Job Title ● Software Engineer ● Software Developer ● Software Development Engineer ● Software Architect ● Software Test Engineer ● Systems Software Engineer



# Postings Turnover Market Landscape



This scatterplot graphic shows the turnover of the selected positions by the top employers.

Fill days are plotted along the X axis and open days are plotted along the Y axis. The size of the dot plot is based on the number of total postings.

# Compensation



# Compensation Statistics by Top Job Titles

From 1/1/2024 to 7/31/2024

Job Title	Minimum Comp.	Midpoint Comp.	Comp. by Month	Maximum Comp.	Range (Max-Min)	Range % Mid	Range % by Month	Postings	Rate
Software Engineer	123,348	149,938		176,528	53,180	35.47%		34,941	64.09%
Software Developer	99,980	115,305		130,631	30,651	26.58%		7,774	73.95%
Software Development Engineer	121,363	137,287		153,210	31,847	23.20%		4,627	78.09%
Software Architect	138,401	170,031		201,661	63,260	37.21%		959	74.75%
Systems Software Engineer	120,451	155,647		190,843	70,392	45.23%		608	67.78%
Software Test Engineer	98,552	118,589		138,626	40,075	33.79%		522	45.59%
Java Software Engineer	113,347	137,858		162,370	49,023	35.56%		494	53.00%
Software Quality Engineer	97,604	121,132		144,660	47,056	38.85%		303	58.27%
Software Analyst	77,532	89,835		102,138	24,606	27.39%		260	45.94%
Software Project Manager	114,910	137,351		159,792	44,882	32.68%		260	60.19%
Software Systems Engineer	97,688	126,435		155,183	57,495	45.47%		251	69.72%
Software Development Project Manager	127,653	139,947		152,241	24,588	17.57%		212	83.79%
Software Applications Engineer	113,331	134,012		154,693	41,362	30.86%		209	64.51%
Software Quality Assurance Engineer (SQA Engineer)	90,377	106,602		122,826	32,449	30.44%		207	59.48%
Software Installer	97,639	106,616		115,593	17,954	16.84%		175	38.63%
Software Tester	70,649	82,921		95,194	24,545	29.60%		147	32.10%
Software Technician	51,122	58,931		66,739	15,617	26.50%		142	79.78%
Software Applications Specialist	70,271	81,723		93,175	22,904	28.03%		138	70.77%
Software Developer, Applications	97,895	114,974		132,053	34,157	29.71%		128	66.32%
Software Developers, Systems Software	94,751	113,172		131,594	36,843	32.55%		128	81.53%
<b>Total</b>	<b>118,220</b>	<b>141,855</b>		<b>165,490</b>	<b>47,270</b>	<b>33.32%</b>		<b>52,485</b>	<b>65.90%</b>

# Compensation Statistics by Top Metro Areas

From 1/1/2024 to 7/31/2024

Metro Area (CBSA)	Minimum Comp.	Midpoint Comp.	Comp. by Month	Maximum Comp.	Range (Max-Min)	Range % Mid	Range % by Month	Postings	Rate
Seattle-Tacoma-Bellevue WA	132,559	155,687		178,815	46,256	29.71%		5,398	87.92%
San Jose-Sunnyvale-Santa Clara CA	141,987	182,955		223,923	81,937	44.79%		4,534	74.36%
Washington-Arlington-Alexandria DC-VA-MD-WV	114,855	137,341		159,827	44,972	32.74%		3,637	61.33%
New York-Newark-Jersey City NY-NJ	130,182	155,765		181,349	51,167	32.85%		2,807	80.04%
San Francisco-Oakland-Fremont CA	153,412	183,759		214,107	60,695	33.03%		2,784	79.36%
Baltimore-Columbia-Towson MD	128,035	150,225		172,414	44,379	29.54%		1,843	55.15%
Los Angeles-Long Beach-Anaheim CA	121,917	146,718		171,520	49,603	33.81%		1,690	84.25%
Dallas-Fort Worth-Arlington TX	110,988	131,656		152,323	41,335	31.40%		1,553	49.22%
San Diego-Chula Vista-Carlsbad CA	121,361	154,580		187,799	66,437	42.98%		1,361	81.59%
Boston-Cambridge-Newton MA-NH	118,317	140,848		163,378	45,062	31.99%		1,268	52.46%
Atlanta-Sandy Springs-Roswell GA	108,295	132,309		156,322	48,028	36.30%		1,163	54.42%
Austin-Round Rock-San Marcos TX	116,389	136,499		156,609	40,220	29.47%		1,029	55.80%
Denver-Aurora-Centennial CO	112,152	133,417		154,681	42,529	31.88%		996	74.33%
Chicago-Naperville-Elgin IL-IN	108,907	128,577		148,246	39,339	30.60%		848	49.13%
Detroit-Warren-Dearborn MI	102,901	117,073		131,244	28,343	24.21%		632	57.25%
Phoenix-Mesa-Chandler AZ	106,542	129,603		152,663	46,121	35.59%		582	59.63%
Minneapolis-St. Paul-Bloomington MN-WI	104,246	121,906		139,566	35,320	28.97%		576	63.02%
Philadelphia-Camden-Wilmington PA-NJ-DE-MD	106,984	126,241		145,499	38,516	30.51%		468	36.00%
Huntsville AL	102,399	123,697		144,995	42,596	34.44%		444	55.85%
Charlotte-Concord-Gastonia NC-SC	104,089	129,175		154,260	50,171	38.84%		388	56.81%
<b>Total</b>	<b>125,641</b>	<b>151,658</b>		<b>177,674</b>	<b>52,034</b>	<b>34.31%</b>		<b>34,001</b>	<b>67.21%</b>

# Compensation Statistics by Industry Sector

From 1/1/2024 to 7/31/2024

Industry Sector	Minimum Comp.	Midpoint Comp.	Comp. by Month	Maximum Comp.	Range (Max-Min)	Range % Mid	Range % by Month	Postings	Rate
Technology, Information and Media	127,363	150,079		172,796	45,433	30.27%		14,153	78.31%
Professional Services	111,822	132,196		152,570	40,749	30.82%		9,243	60.29%
Manufacturing	118,027	148,627		179,227	61,200	41.18%		8,745	57.70%
Financial Services	115,781	140,575		165,368	49,587	35.27%		4,320	48.20%
Administrative and Support Services	130,386	153,744		177,101	46,715	30.39%		3,660	90.66%
Retail	110,865	142,964		175,063	64,197	44.90%		1,909	72.59%
Hospitals and Health Care	106,528	132,289		158,049	51,521	38.95%		1,734	75.59%
Entertainment Providers	130,877	169,361		207,845	76,968	45.45%		1,018	72.40%
Education	82,490	95,730		108,970	26,480	27.66%		589	64.02%
Government Administration	87,822	99,919		112,016	24,194	24.21%		585	81.70%
Transportation, Logistics, Supply Chain and Storage	104,650	118,749		132,849	28,199	23.75%		464	52.43%
Consumer Services	107,221	121,083		134,945	27,724	22.90%		328	80.00%
Construction	93,481	107,353		121,224	27,744	25.84%		291	63.96%
Accommodation Services	105,493	127,056		148,619	43,126	33.94%		266	64.41%
Wholesale	94,034	110,460		126,886	32,852	29.74%		255	62.96%
Utilities	103,679	117,908		132,137	28,459	24.14%		210	63.44%
Real Estate and Equipment Rental Services	116,726	137,392		158,057	41,331	30.08%		196	57.31%
Oil, Gas, and Mining	100,410	115,315		130,219	29,809	25.85%		131	57.46%
Farming, Ranching, Forestry	91,228	105,242		119,256	28,028	26.63%		18	51.43%
<b>Total</b>	<b>118,417</b>	<b>142,616</b>		<b>166,814</b>	<b>48,397</b>	<b>33.94%</b>		<b>48,115</b>	<b>65.88%</b>



# Workforce Analysis



# Updated Resumes by Top Job Titles

From 1/1/2024 to 7/31/2024

Job Title	Updated Resumes	Resume Updates by Year-Month	Postsecondary Resumes	Postsecondary Resume Rate
Software Engineer	69,067		34,718	50.27%
Software Developer	22,985		11,366	49.45%
Software Development Engineer	5,001		2,303	46.05%
Software Test Engineer	2,046		719	35.14%
Software Analyst	1,320		604	45.76%
Software Consultant	971		432	44.49%
Software Architect	955		382	40.00%
Software Tester	939		300	31.95%
Software Quality Assurance Engineer (SQA Engineer)	770		266	34.55%
Software QA Tester	616		163	26.46%
Software Quality Engineer	578		247	42.73%
Software Project Manager	486		250	51.44%
Software Technician	486		225	46.30%
Systems Software Engineer	426		236	55.40%
Software Development Director	311		156	50.16%
Java Software Engineer	275		100	36.36%
Software Installer	272		83	30.51%
Software Designer	237		112	47.26%
Software Development Project Manager	235		104	44.26%
Software Trainer	225		95	42.22%
<b>Total</b>	<b>108,201</b>		<b>52,719</b>	<b>48.72%</b>

# Updated Resumes by Top Identified Employers

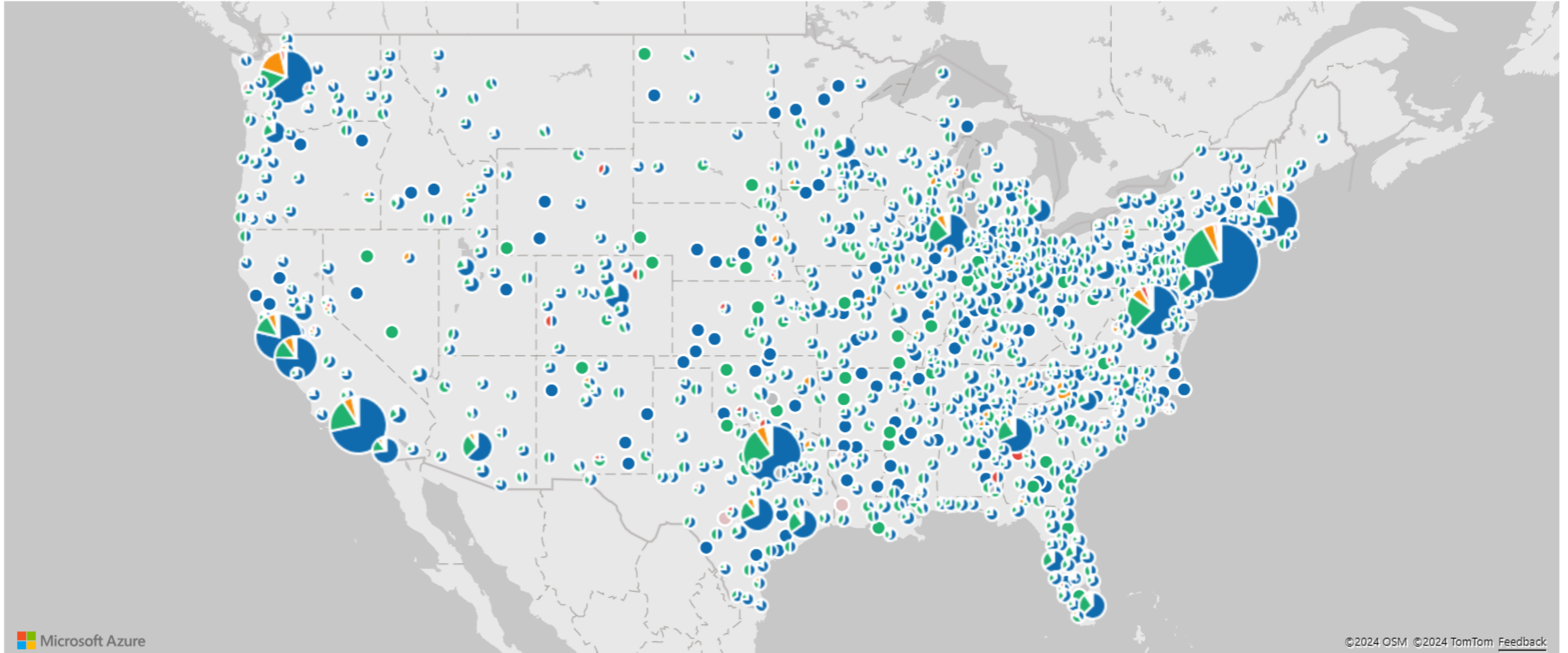
From 1/1/2024 to 7/31/2024

Company	Updated Resumes	Resume Updates by Year-Month	Postsecondary Resumes	Postsecondary Resume Rate
Amazon.com	1,347		743	55.16%
JPMorgan Chase & Co	672		317	47.17%
Microsoft	624		309	49.52%
Accenture	622		307	49.36%
Tata Consultancy Services (TCS)	583		336	57.63%
Google	444		243	54.73%
Wells Fargo	440		156	35.45%
Capital One	432		221	51.16%
General Motors	423		283	66.90%
Infosys	415		229	55.18%
Amazon Web Services AWS	401		233	58.10%
Cognizant Technology Solutions	392		196	50.00%
IBM	346		177	51.16%
Lockheed Martin	345		240	69.57%
Capgemini	336		179	53.27%
Northrop Grumman	318		220	69.18%
Bank of America	302		97	32.12%
Fidelity Investments	275		112	40.73%
Walmart	270		109	40.37%
Cisco	259		112	43.24%
<b>Total</b>	<b>9,246</b>		<b>4,815</b>	<b>52.08%</b>

# Resumes by Metro Area (Continental US) and Job Title

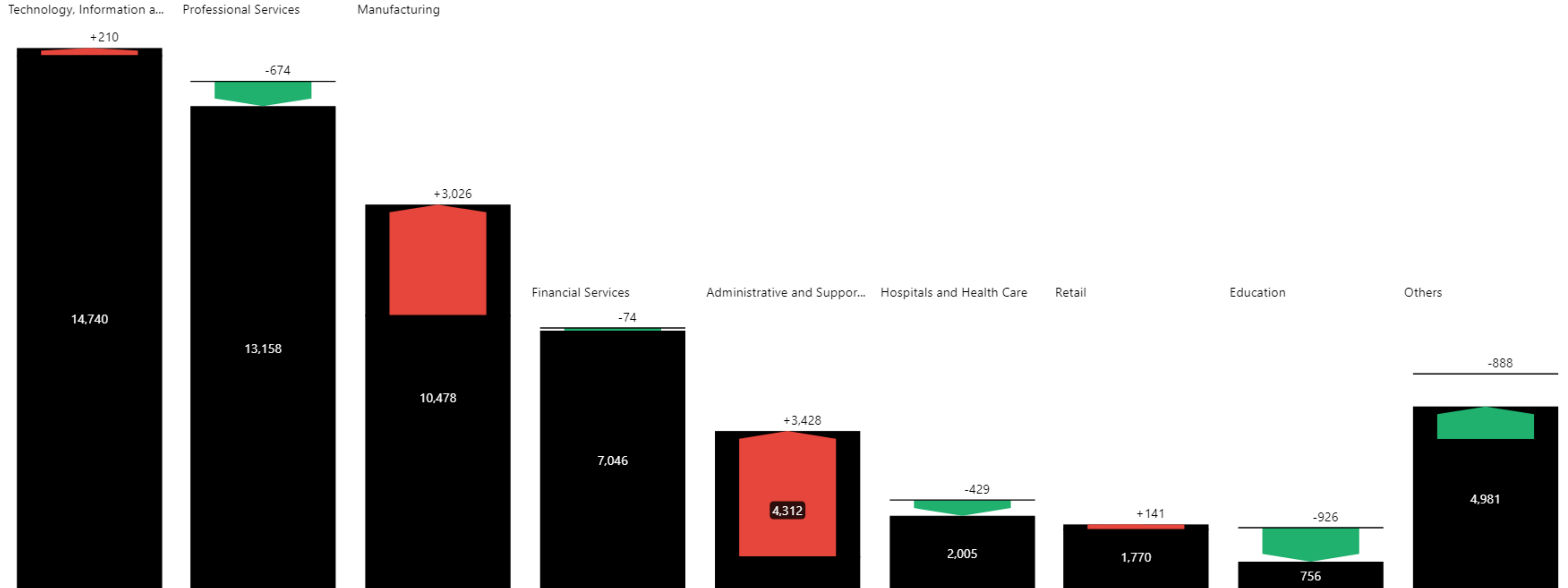
From 5/1/2023 to 7/31/2024

Job Title ● Software Engineer ● Software Developer ● Software Development Engineer ● Software Test Engineer ● Software Analyst ● Software Tester



# Supply and Demand by Industry Sector

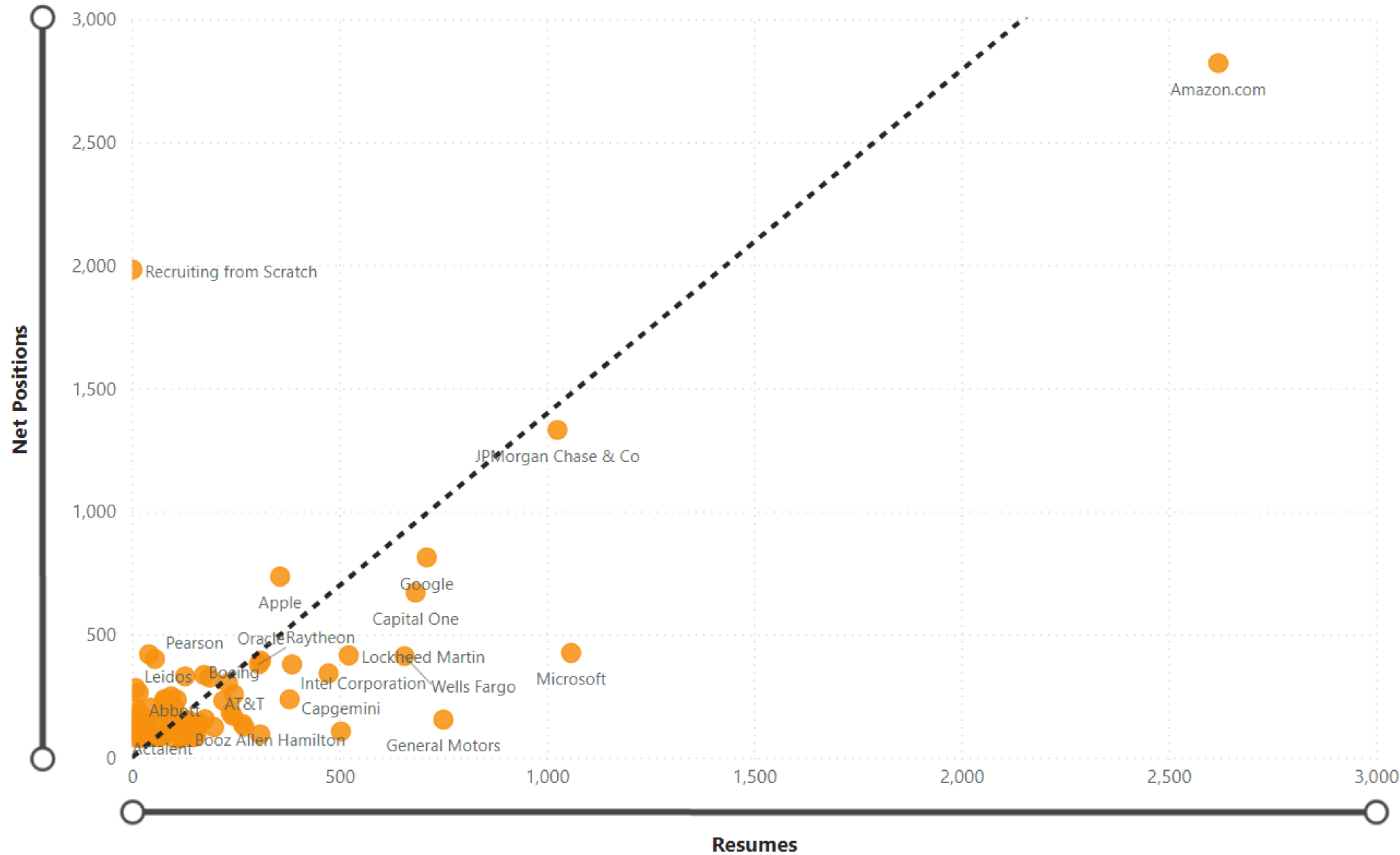
Postings From 1/1/2024 to 7/31/2024 Resumes From 1/1/2024 to 7/31/2024



This graph compares the number of net positions to the number of resumes for the dates selected. Net positions are postings net of repostings (i.e. unique postings) extrapolated by the number of identified hires on ads. A green bar indicates that there more resumes than open positions (higher supply than demand) and red indicates that there are less resumes than open positions (higher demand than supply).

# Supply and Demand Employer Market Landscape

**Postings** From 1/1/2024 to 7/31/2024      **Resumes** From 5/1/2023 to 7/31/2024



This scatterplot graphic shows the number of resumes for the selected periods against the number of net positions.

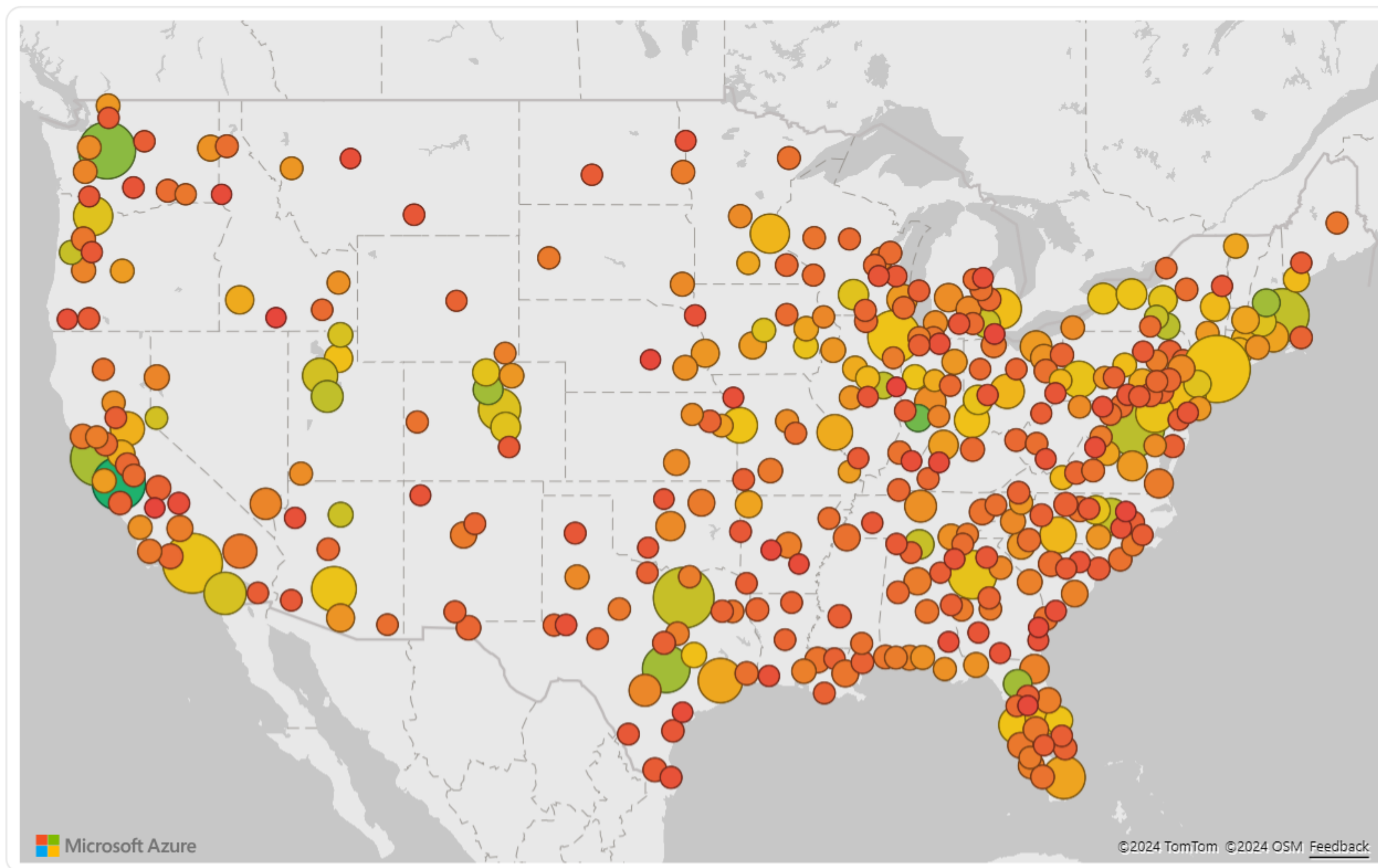
Net positions are postings net of repostings (i.e. unique postings) extrapolated by the number of identified hires on ads.

Employer resumes are plotted along the X axis and net positions are plotted along the Y axis. A ratio line plots the ratio between the two variables.

Points above the ratio line indicate more supply than demand and points below the ratio line indicate more demand than supply.

# Workforce Participation by Metro Area (Continental US)

From 1/1/2024 to 7/31/2024



This map plots the number of resumes against the size of the labor force by metropolitan area. The calculation of this ratio is compared to the national rate (continental US) to produce a location quotient for each metro area.

The plotted points are based on the number of resumes in market. The color is based on the location quotient. Yellow indicates parity to the national level and green indicating higher workforce availability and red indicating less workforce availability.

# Ratings and Reviews



# Review Ratings by Top Job Titles

From 8/1/2022 to 7/31/2024

Job Title	Count	Overall	Ratng by Year-Quarter	Comp.	Culture	DEI	Job Security	Mgmt.	Work-Life	Approve CEO	Positive Outlook	Recommend Friend	NPS
Software Engineer	125,032	3.77		3.56	3.71	3.82	3.63	3.40	3.78	74.13%	72.02%	69.06%	28.38
Software Developer	27,297	3.72		3.45	3.67	3.80	3.59	3.42	3.74	74.20%	73.17%	68.64%	26.76
Software Development Engineer	6,866	3.77		3.69	3.65	3.77	3.80	3.43	3.52	75.48%	75.36%	69.81%	27.26
Software Test Engineer	2,029	3.90		3.62	3.84	3.88	3.80	3.60	3.86	84.85%	81.69%	77.70%	33.46
Software Tester	1,096	3.78		3.45	3.75	3.82	3.56	3.52	3.80	80.35%	79.01%	72.47%	29.56
Software Architect	738	3.84		3.65	3.80	4.02	3.70	3.45	3.88	72.89%	73.39%	73.40%	31.84
Software QA Tester	616	3.78		3.40	3.70	3.86	3.51	3.46	3.70	73.78%	73.02%	71.90%	27.76
Software Consultant	557	3.84		3.59	3.85	3.93	3.75	3.65	3.77	83.61%	80.14%	73.75%	32.68
Software Analyst	551	3.51		3.41	3.48	3.74	3.40	3.22	3.49	67.54%	68.24%	65.85%	16.70
Software Quality Assurance Engineer (SQA Engineer)	419	3.93		3.65	3.92	4.07	3.76	3.63	3.85	80.13%	82.08%	77.29%	37.23
Java Software Developer	228	4.17		3.87	3.99	4.13	3.95	3.93	4.20	85.71%	91.84%	82.27%	46.05
Software Quality Engineer	209	4.00		3.70	3.97	4.10	3.76	3.55	3.99	79.69%	77.78%	76.23%	38.76
Software Project Manager	190	3.78		3.74	3.78	4.00	3.70	3.46	3.69	76.92%	75.53%	69.75%	30.00
Software Trainer	186	4.12		3.91	4.19	4.21	4.05	4.07	4.13	94.67%	90.48%	87.02%	48.92
Software Testing Specialist	157	3.92		3.68	3.94	3.92	3.79	3.70	3.87	90.74%	86.30%	80.21%	33.76
Software Installer	109	3.89		3.44	3.75	3.86	3.44	3.54	3.76	76.92%	66.00%	60.00%	34.86
Software Development Director	108	3.87		3.53	3.81	4.10	3.62	3.56	3.75	74.14%	70.15%	65.85%	34.26
Systems Software Engineer	105	3.99		3.78	4.02	4.11	3.87	3.60	4.02	82.93%	85.71%	78.79%	38.10
Java Software Engineer	101	3.97		3.77	4.09	4.13	3.88	3.82	3.93	92.31%	87.76%	84.72%	29.70
Software Technician	89	3.44		3.17	3.38	3.74	3.16	3.06	3.29	57.14%	71.43%	54.35%	13.48
<b>Total</b>	<b>166,683</b>	<b>3.76</b>		<b>3.54</b>	<b>3.70</b>	<b>3.82</b>	<b>3.64</b>	<b>3.41</b>	<b>3.77</b>	<b>74.45%</b>	<b>72.65%</b>	<b>69.27%</b>	<b>28.22</b>

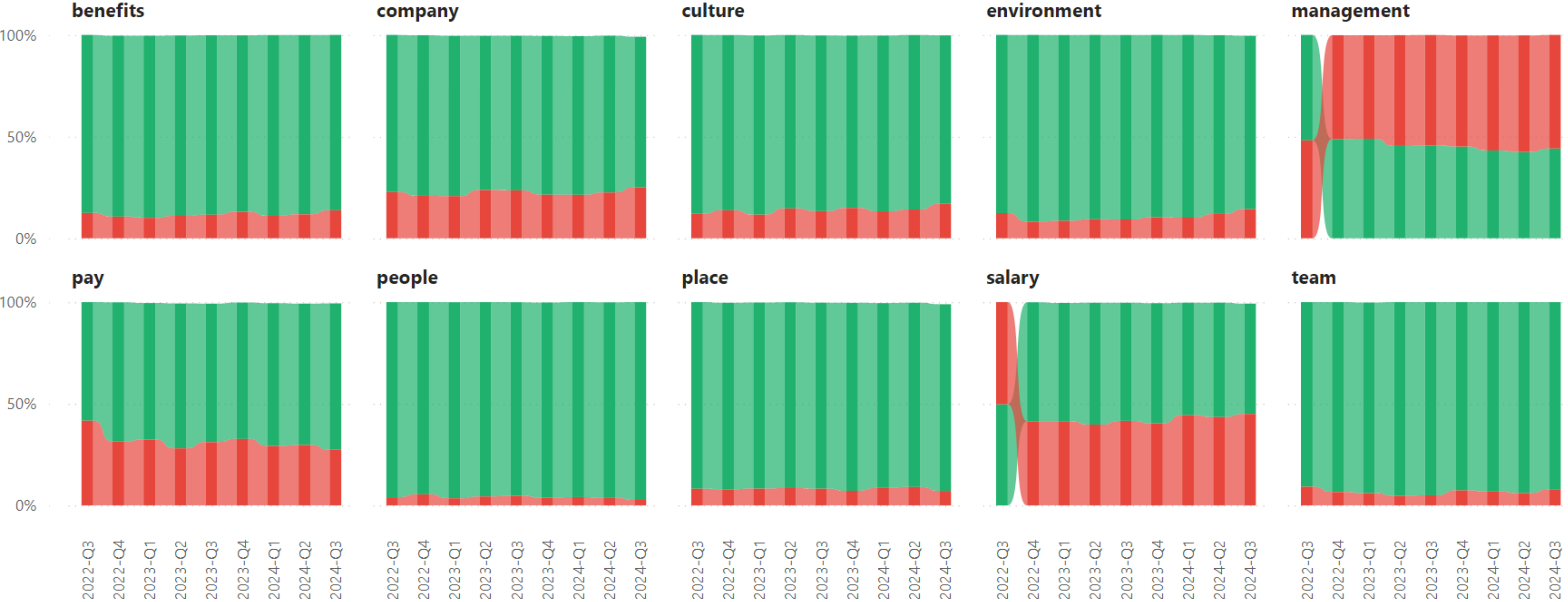
# Review Ratings by Top Employers

From 8/1/2022 to 7/31/2024

Company	Count	Overall	Ratng by Year-Quarter	Comp.	Culture	DEI	Job Security	Mgmt.	Work-Life	Approve CEO	Positive Outlook	Recommend Friend	NPS
Google	2,493	4.43		4.53	4.25	4.38	4.27	3.83	4.30	68.30%	85.15%	86.87%	59.33
LTIMindtree	1,829	3.56		2.96	3.53	3.65	3.46	3.23	3.56	77.65%	75.16%	70.01%	12.03
Microsoft	1,436	4.30		3.90	4.20	4.27	4.11	3.89	4.21	91.09%	92.01%	85.75%	52.30
Amazon Web Services, Inc.	1,238	3.52		4.03	3.07	3.62	3.90	3.02	2.73	53.62%	75.84%	57.08%	15.75
Amazon.com	867	3.91		4.23	3.76	4.15	4.36	3.83	3.46	79.47%	87.72%	81.02%	34.26
Toyoxta Technologies	738	4.77		4.69	4.71	4.67	4.77	4.71	4.73	60.00%	99.58%	99.59%	79.13
Tata Consultancy Services (TCS)	630	3.60		3.09	3.39	3.56	3.49	2.99	3.58	80.00%	76.00%	61.30%	19.52
JPMorgan Chase	616	3.96		3.69	3.67	3.99	3.86	3.45	3.84	77.08%	88.93%	78.06%	29.06
General Motors	537	3.68		3.69	3.53	4.07	3.43	2.86	4.13	58.57%	63.82%	70.77%	18.25
Capital One	505	3.95		4.10	3.78	4.15	3.77	3.34	4.16	81.82%	80.85%	75.62%	35.45
IBM	489	3.91		3.52	3.90	4.23	3.79	3.33	4.07	69.05%	75.95%	72.69%	29.45
Lockheed Martin	459	4.07		3.71	3.86	4.05	4.02	3.56	4.29	88.00%	91.19%	81.14%	35.73
Apple	436	4.47		4.50	4.26	4.31	4.35	4.14	4.04	91.76%	95.32%	88.38%	64.22
Cisco	406	4.09		3.78	4.07	4.07	3.93	3.57	4.30	83.73%	81.82%	78.37%	37.19
Northrop Grumman	378	3.99		3.57	3.88	4.13	3.87	3.55	4.38	83.53%	89.21%	80.79%	28.57
Walmart	364	3.91		3.68	3.64	3.78	3.85	3.33	3.72	85.51%	86.33%	77.22%	29.95
Epam Systems	350	3.81		3.68	3.86	4.12	3.74	3.62	3.98	84.00%	75.00%	71.50%	26.86
Oracle	313	3.81		3.57	3.51	3.90	3.64	3.40	3.85	74.39%	82.86%	63.08%	26.52
L3Harris	293	4.06		4.02	4.16	4.34	4.09	3.87	4.46	80.19%	84.75%	81.25%	44.37
Intel Corporation	289	4.10		3.87	4.06	4.27	3.97	3.60	4.24	84.13%	66.97%	79.05%	42.56
<b>Total</b>	<b>14,666</b>	<b>4.02</b>		<b>3.86</b>	<b>3.85</b>	<b>4.06</b>	<b>3.96</b>	<b>3.58</b>	<b>3.92</b>	<b>76.33%</b>	<b>84.29%</b>	<b>78.13%</b>	<b>37.44</b>

# Indeed Top Opinions and Sentiment by Subject

From 8/1/2022 to 7/31/2024



This graph summarizes top subjects cited on reviews and the sentiment indicated by subject. The ribbon shows the percentage of subjects that are positive (green) or negative (red) based on sentiment scoring by quarter. Sentiment is scored based on the sentences in the review.

# Glossary of Terms

- **Job Postings (or All Postings)** are advertised solicitations for positions on the Indeed/Glassdoor platform.
- **Repostings** are postings that are subsequently repeated. The **Reposting Rate** is the percentage of ads that are repeated (i.e Repostings/All Postings). A high reposting rate could indicate difficulty in filling a position or an ongoing need to fill a position.
- **Net Postings** are job postings net of repostings or the estimated number of unique postings.
- **Filled Postings** are job postings that either are expired or are no longer available on the Indeed site. The **Fill Age (Days)** is the difference in days from the first posting date (parent posting) and the date we estimate the posting as filled. A relatively high fill days value could indicate difficulty in filling a position. The **Fill Rate** is the percentage of ads that are estimated to be filled.
- **Open Postings** are advertised postings still open. **Open Age (Days)** is the number of days between the last available collection date and the first posting date (parent posting). A relatively high open days value could indicate difficulty in filling a position. **Open Positions** extrapolates the number of hires or positions based upon the ad indicators.
- **Mid-Posted Compensation** is the calculated mid-point of an advertised range of compensation.
- **Posted Compensation Range %** is the variance between the high and the low value of compensation. This is then expressed as a value of the midpoint. When used in combination with the mid-posted compensation provides a more complete picture of the compensation market landscape.
- **Resumes** are job candidate abstracts from the Indeed/Glassdoor platform. The resumes are analyzed using the latest updated date.
- **Worker Participation** calculates the percentage of active resumes to the labor force provided by the Bureau of Labor Statistics. This is a measure of which occupations and job titles are engaged in the marketplace. The calculation of this ratio is compared to the national rate (continental US) to produce a location quotient for each metro area.
- **Glassdoor and Indeed Ratings** are the employer generated ratings from the Glassdoor site as of the date indicated. These ratings are summarized at the employer level.
- **Indeed Work Wellbeing** (formerly Happiness) measures how people feel at work. These insights guide job seekers to companies and helps employers build better work cultures that attract, nurture, and retain talent.
- **Reviews** are curated review results from Indeed and Glassdoor. Ratings are identified from the individual review and aggregated. Net Promoter Score calculates the percentage of promoters (rating of 5) over detractors (rating of 1).



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