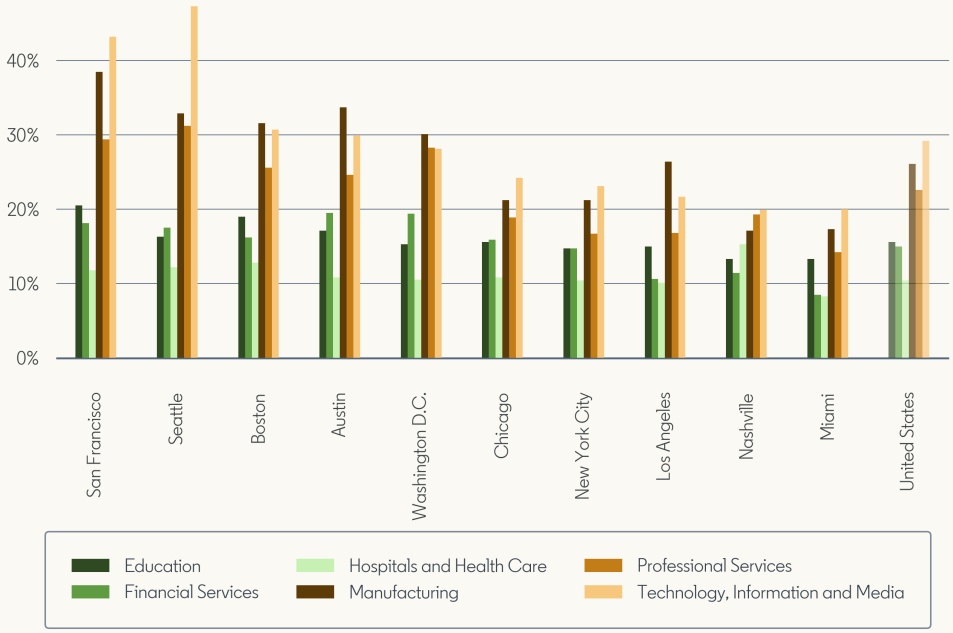
Decoding Technical Talent

Insights and opportunities in US market areas

June 2025

Technical talent concentration by industry

More heavily concentrated in Tech, Professional Services, and Manufacturing



We define technical talent as professionals working in technical functional areas like research, engineering, and information technology

United States: Overview

Overall: 16.5%

Education: 15.6%

Financial Services: 15.0%

Hospitals & Health Care: 10.4%

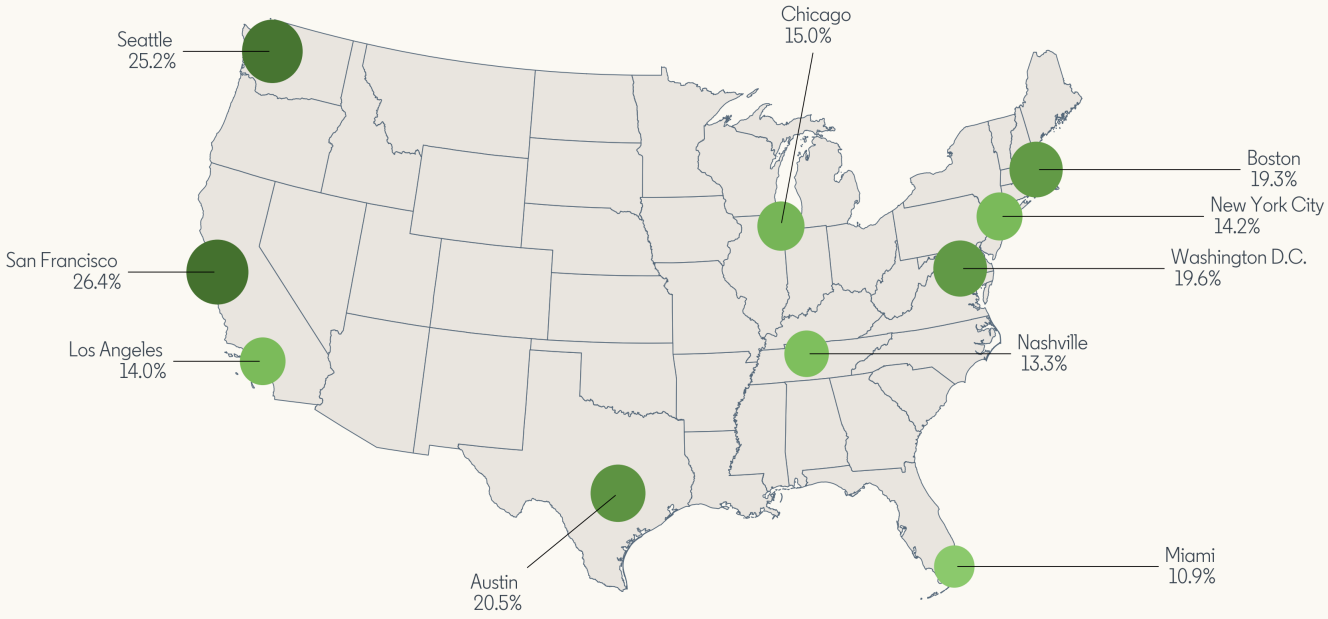
Manufacturing: 26.1%

Professional Services: 22.6%

Technology, Information & Media: 29.2%

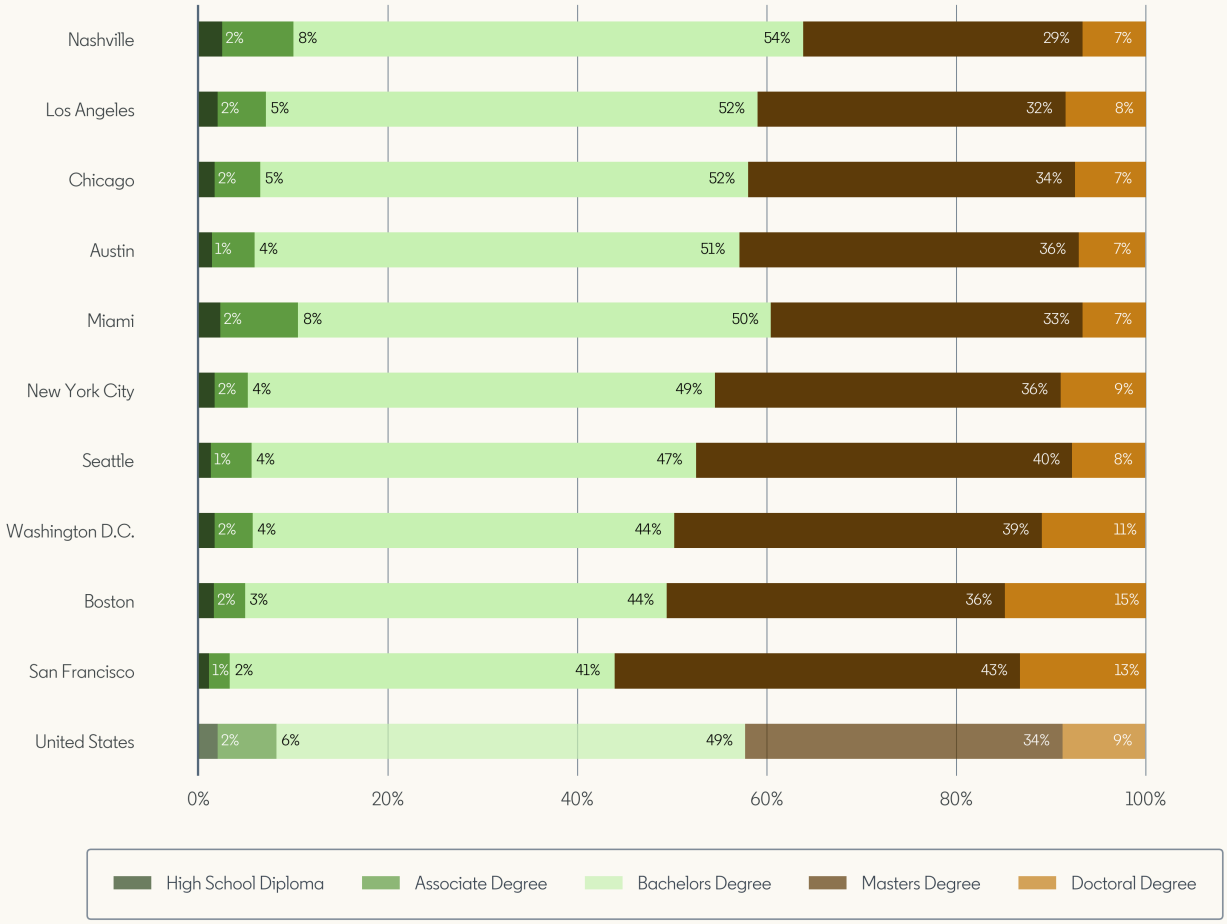
Technical talent concentration across the United States

Most concentrated in San Francisco, Seattle, Boston, Austin, and Washington DC



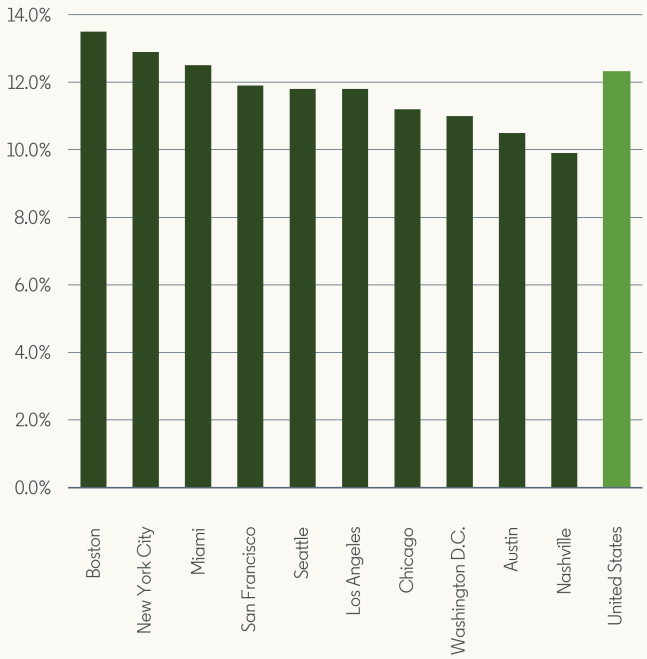
Technical talent educational attainment varies across geographies

Share of technical talent by their highest educational attainment

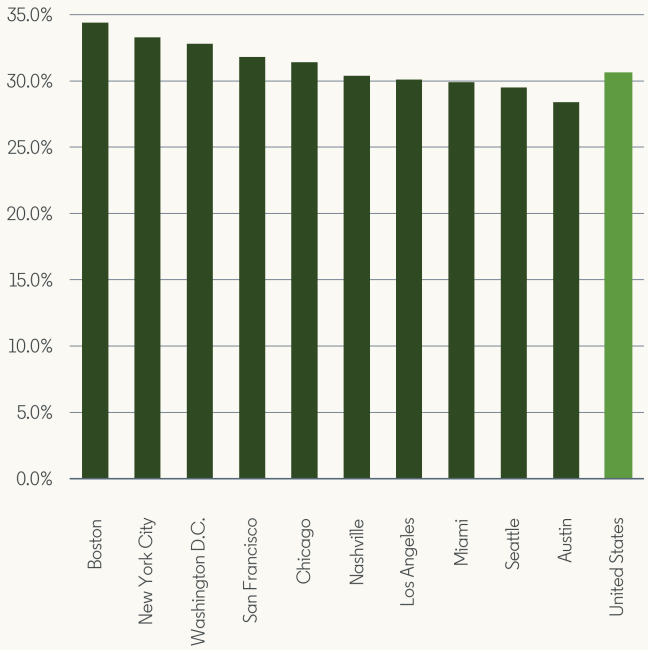


The distribution of technical talent by entry-level roles and gender is fairly uniform

Share of technical talent in entry-level roles



Share of technical talent by gender

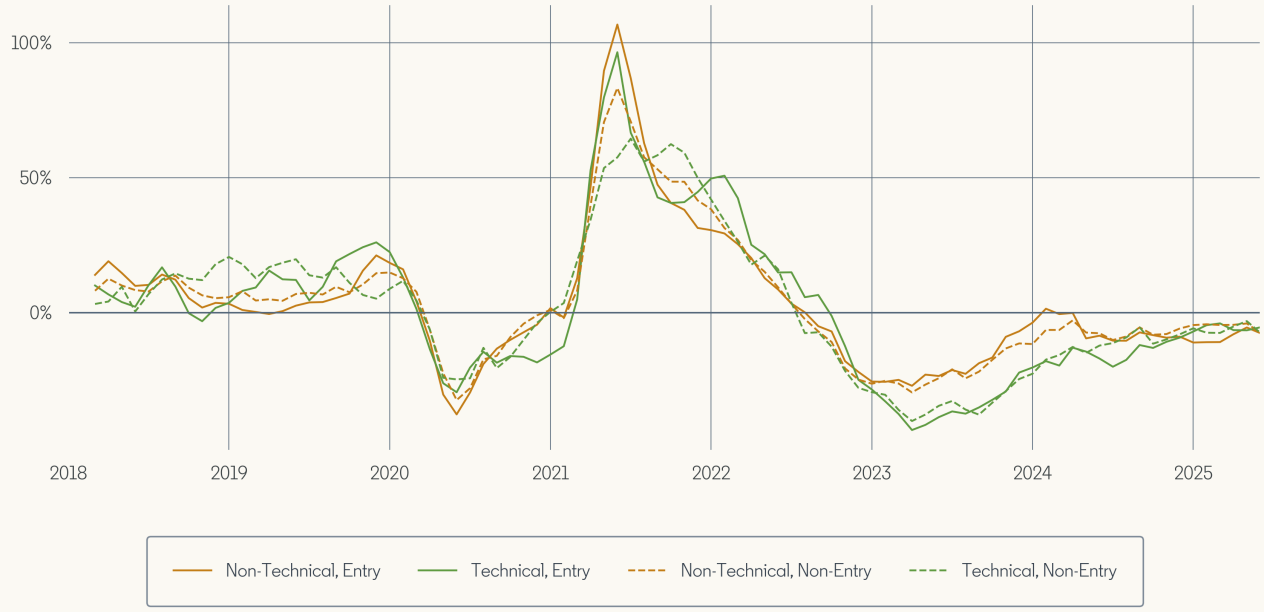


Decoding Technical Talent

An overview of technical talent in Austin

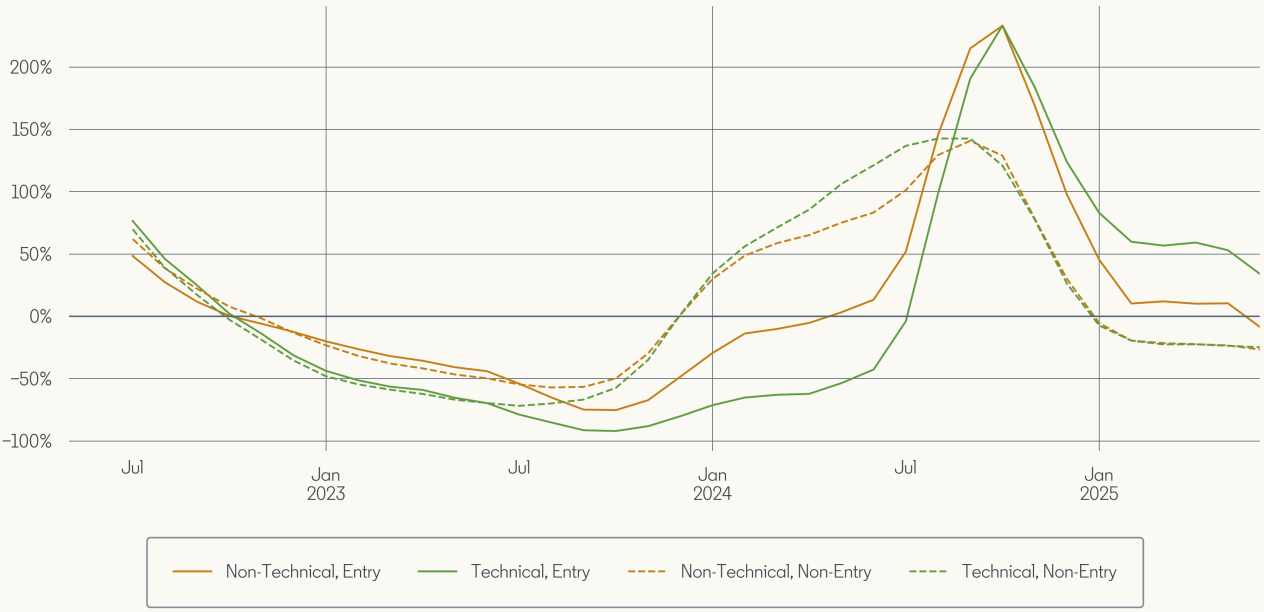
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -5.5% in June, compared to -7.5% for non-entry roles

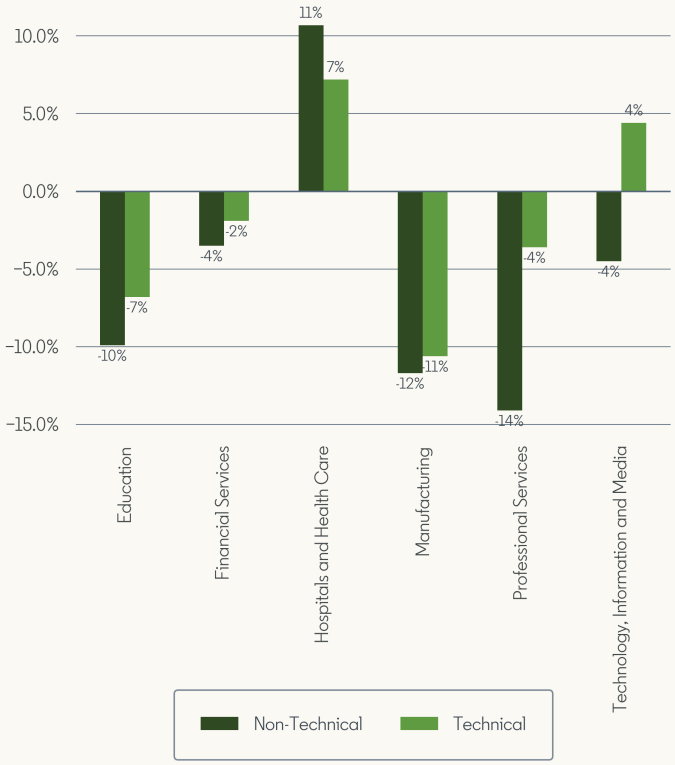


Year-over-year of job postings for technical talent

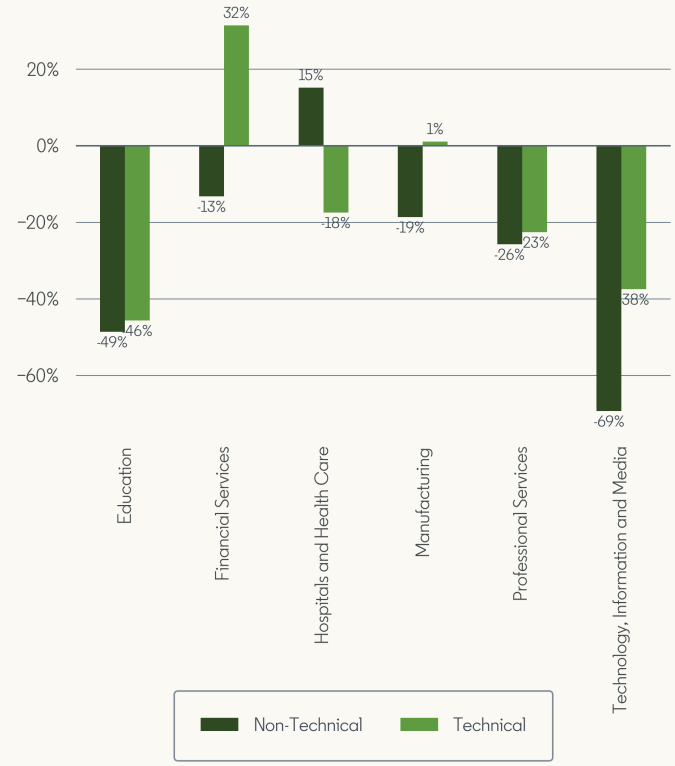
YoY job postings for entry-level technical talent were up by 33.9% in June, compared to -24.8% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. The University of Texas at Austin (2.4%)
2. Apple (2.4%)
3. Dell Technologies (2.1%)
4. Amazon (1.7%)
5. AMD (1.4%)
6. Tesla (1.1%)
7. General Motors (1.0%)
8. Visa (0.9%)
9. IBM (0.9%)
10. Oracle (0.9%)

Fastest growing occupations advertised (YoY)

1. System Development Engineer (+830.8%)
2. Salesforce Administrator (+197.4%)
3. Solutions Architect (+85.1%)
4. Operations Engineer (+72.6%)
5. SAP Specialist (+72.1%)
6. System Analyst (+65.8%)
7. Structural Engineer (+62.7%)
8. Firmware Engineer (+60.3%)
9. Security Engineer (+50.2%)
10. Civil Engineer (+49.7%)

Fastest growing skills (YoY)

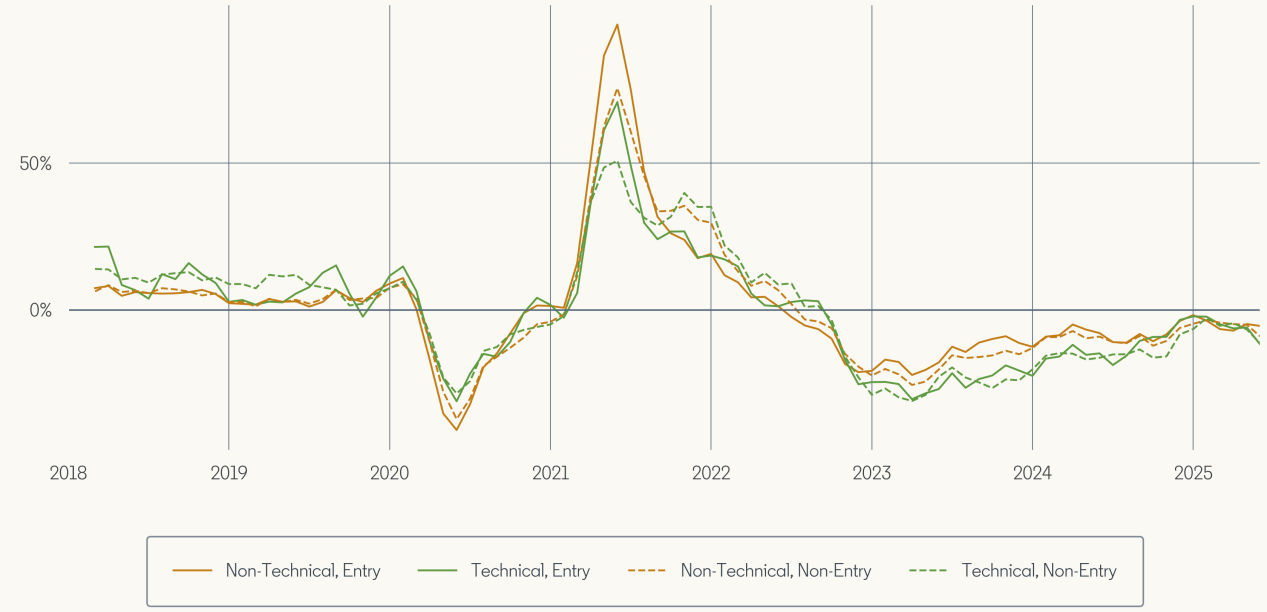
1. Easily Adaptable (+114.0%)
2. SAP FICO (+74.5%)
3. Continuous Integration (CI) (+27.4%)
4. Containerization (+24.0%)
5. SAP Products (+22.0%)
6. AutoCAD (+20.6%)
7. Helping Clients (+2.0%)

Decoding Technical Talent

An overview of technical talent in Boston

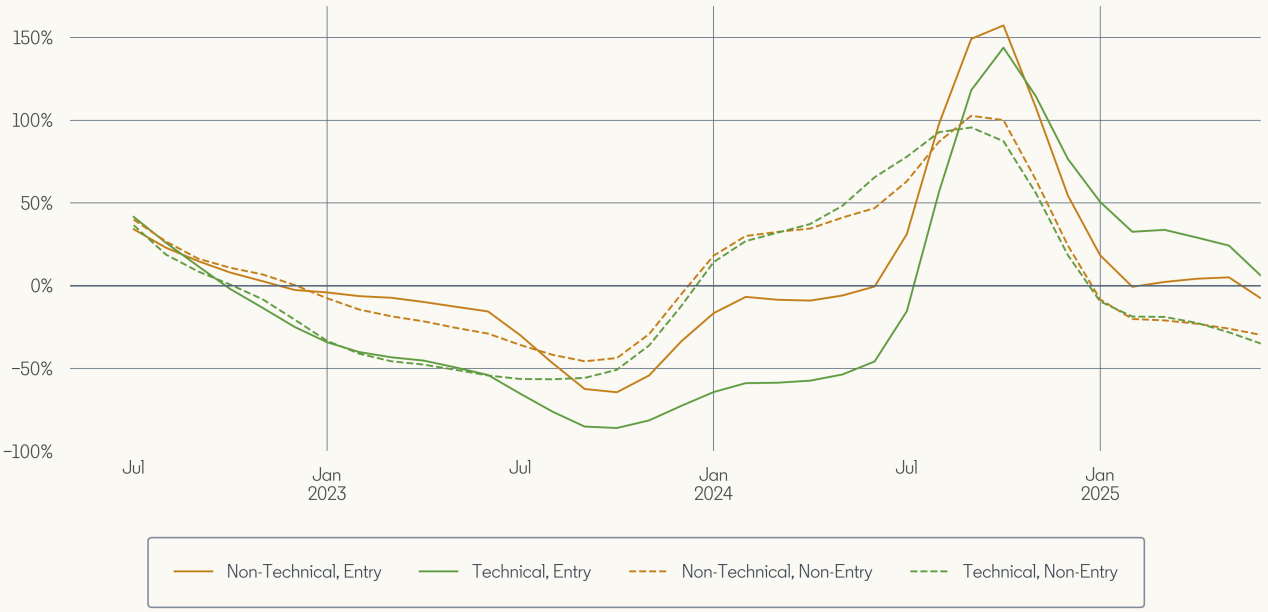
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -11.8% in June, compared to -11.5% for non-entry roles

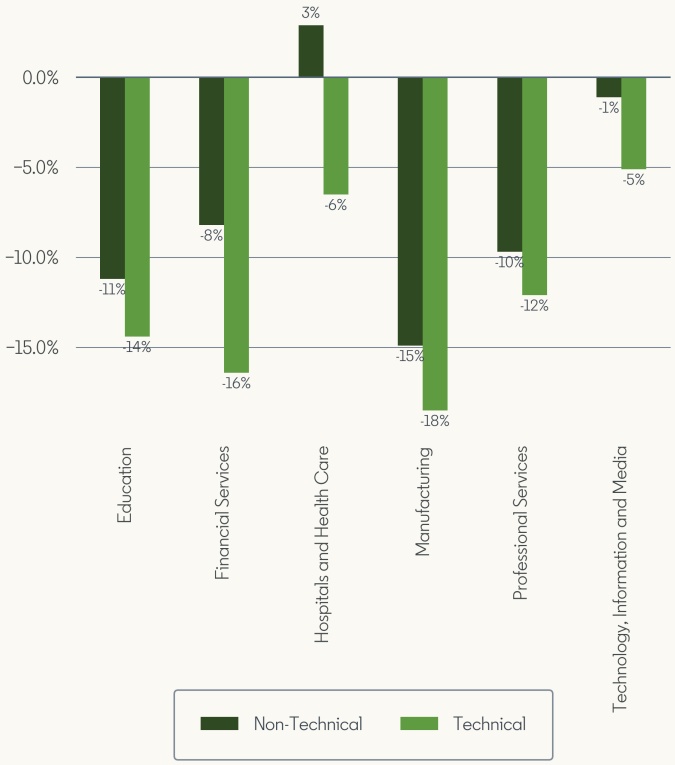


Year-over-year of job postings for technical talent

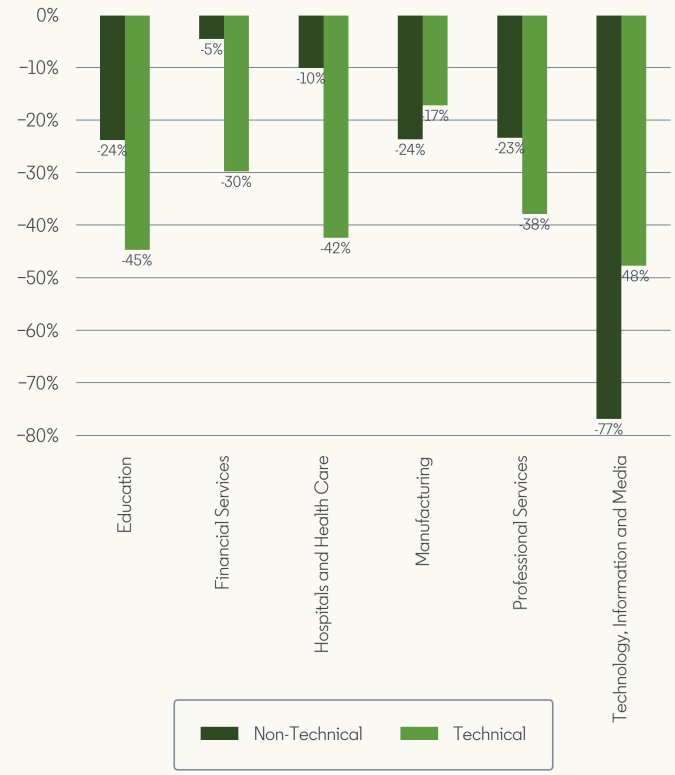
YoY job postings for entry-level technical talent were up by 5.9% in June, compared to -35.0% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Fidelity Investments (1.2%)
2. Massachusetts Institute of Technology (0.8%)
3. Harvard University (0.7%)
4. Raytheon (0.6%)
5. Massachusetts General Hospital (0.6%)
6. Amazon (0.6%)
7. Liberty Mutual Insurance (0.6%)
8. Harvard Medical School (0.5%)
9. Boston Children's Hospital (0.5%)
10. Dana-Farber Cancer Institute (0.5%)

Fastest growing occupations advertised (YoY)

1. Computer Engineering (+1150.0%)
2. Applied Scientist (+960.0%)
3. Geotechnical Engineer (+334.5%)
4. Artificial Intelligence Engineer (+300.0%)
5. Clinical Consultant (+195.9%)
6. Salesforce Administrator (+147.2%)
7. Structural Engineer (+91.5%)
8. Civil Engineer (+86.6%)
9. Reliability Engineer (+81.2%)
10. Postdoctoral Researcher (+61.8%)

Fastest growing skills (YoY)

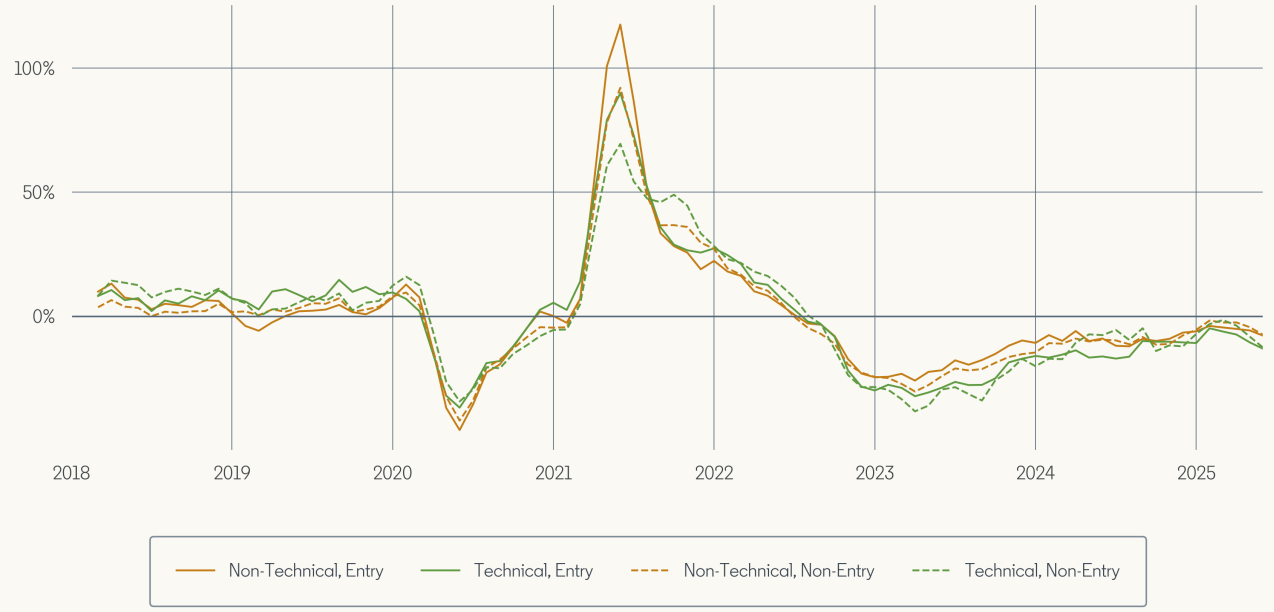
1. System Configuration (+201.5%)
2. Easily Adaptable (+97.9%)
3. Revit (+66.0%)
4. Product Quality (+48.6%)
5. Product Service (+29.7%)
6. Continuous Integration (CI) (+26.0%)
7. Civil Engineering (+25.8%)
8. AutoCAD (+20.7%)
9. Engineering Design (+15.0%)
10. Graphic Design Principles (+12.9%)

Decoding Technical Talent

An overview of technical talent in Chicago

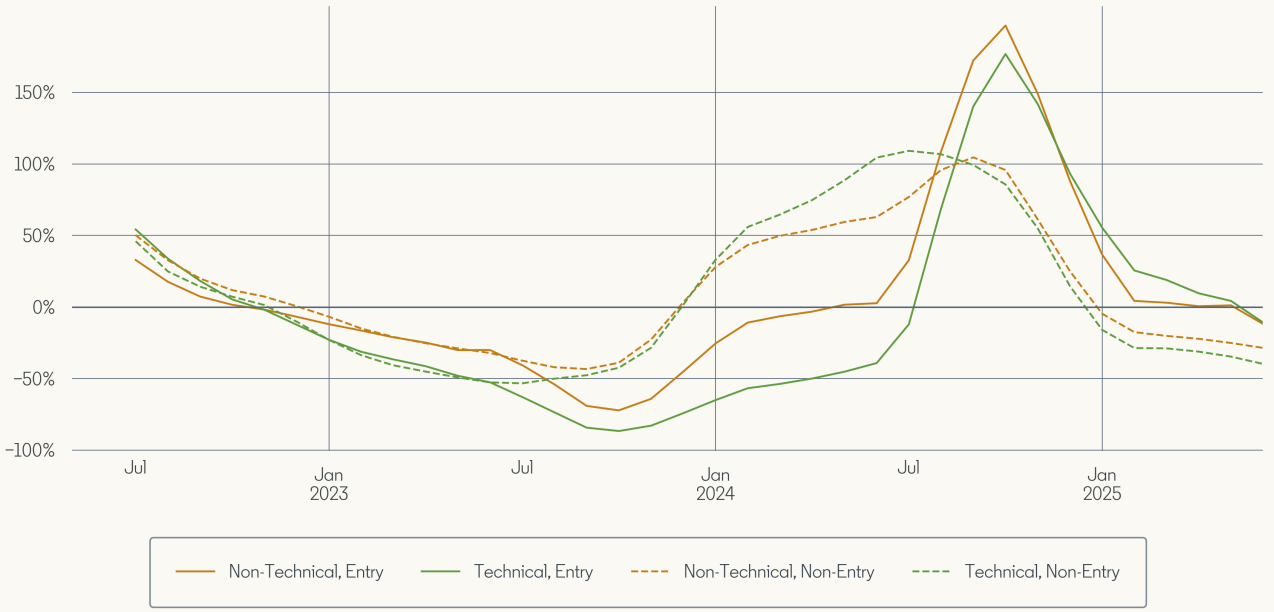
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -13.2% in June, compared to -12.7% for non-entry roles

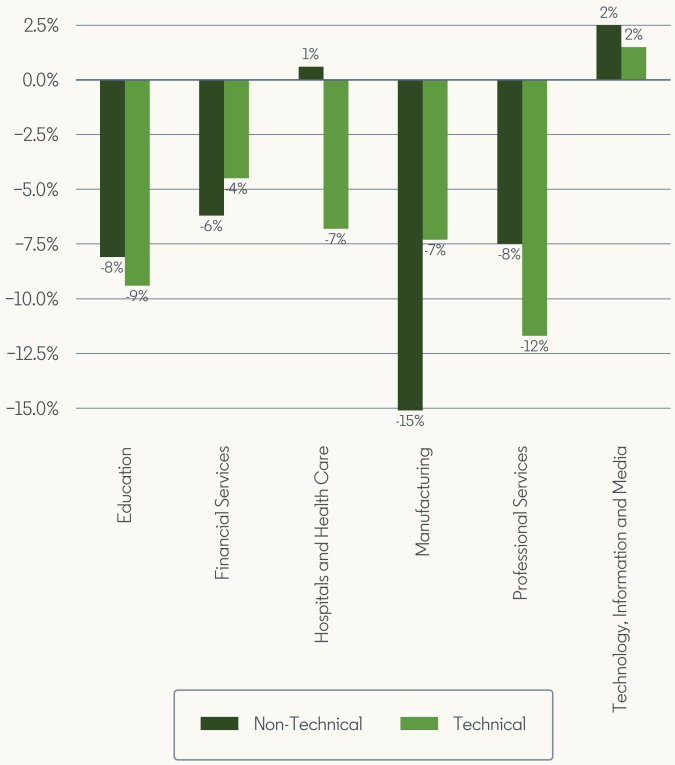


Year-over-year of job postings for technical talent

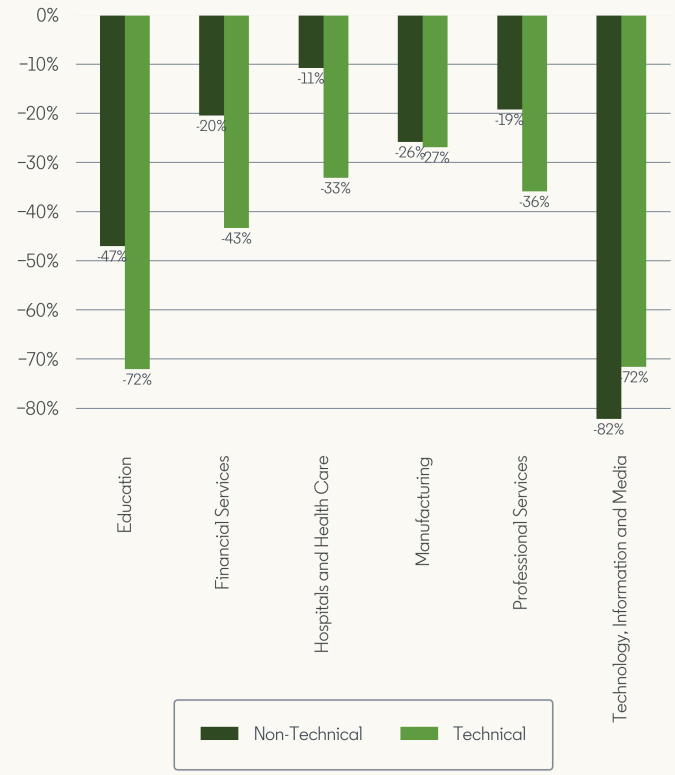
YoY job postings for entry-level technical talent were down by -10.9% in June, compared to -39.8% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. AbbVie (1.0%)
2. University of Chicago (0.8%)
3. Northwestern University (0.8%)
4. Discover (0.7%)
5. University of Illinois Chicago (0.7%)
6. JPMorganChase (0.6%)
7. Abbott (0.6%)
8. Health Care Service Corporation (0.5%)
9. United Airlines (0.5%)
10. Accenture (0.5%)

Fastest growing occupations advertised (YoY)

1. Computer Engineering (+977.8%)
2. Medical Laboratory Technician (+260.6%)
3. Salesforce Administrator (+222.0%)
4. Packager (+158.8%)
5. Machine Learning Engineer (+85.3%)
6. Data Manager (+72.2%)
7. SAP Specialist (+67.6%)
8. Technology Manager (+67.6%)
9. Platform Engineer (+64.7%)
10. Database Administrator (+64.1%)

Fastest growing skills (YoY)

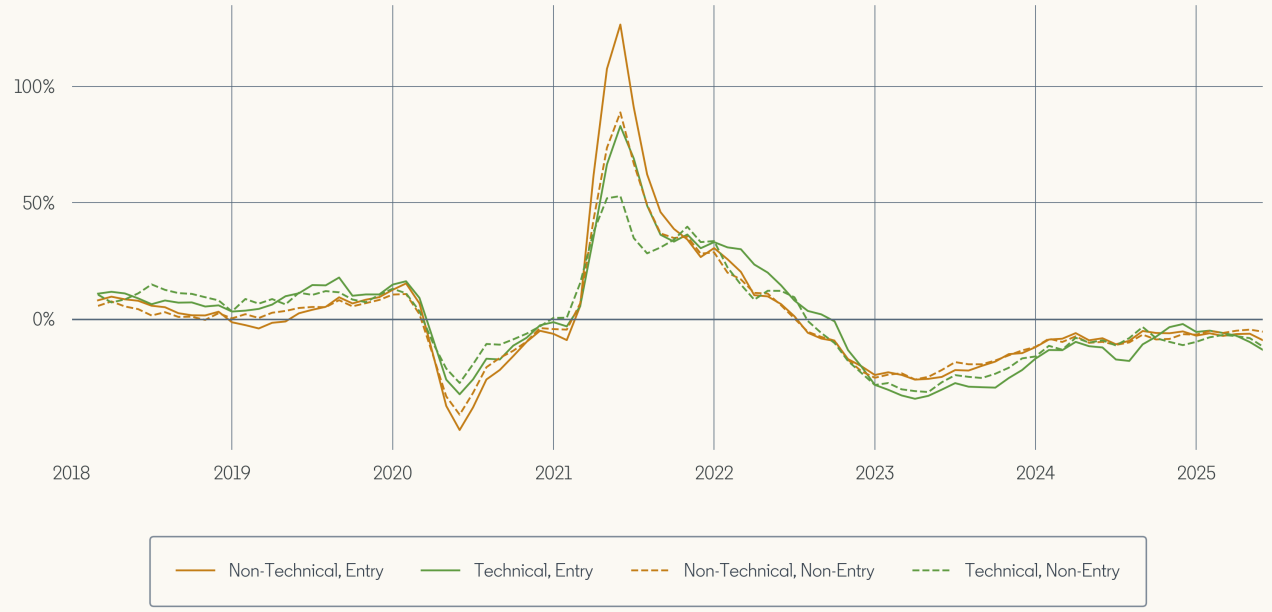
1. System Configuration (+171.5%)
2. Easily Adaptable (+92.5%)
3. SAP FICO (+61.6%)
4. Containerization (+58.4%)
5. Mechanical, Electrical, and Plumbing (MEP) (+58.3%)
6. Training and Development (HR) (+41.2%)
7. Application Development (+30.1%)
8. Revit (+27.5%)
9. Product Quality (+25.7%)
10. Accounts Payable (AP) (+23.8%)

Decoding Technical Talent

An overview of technical talent in Los Angeles

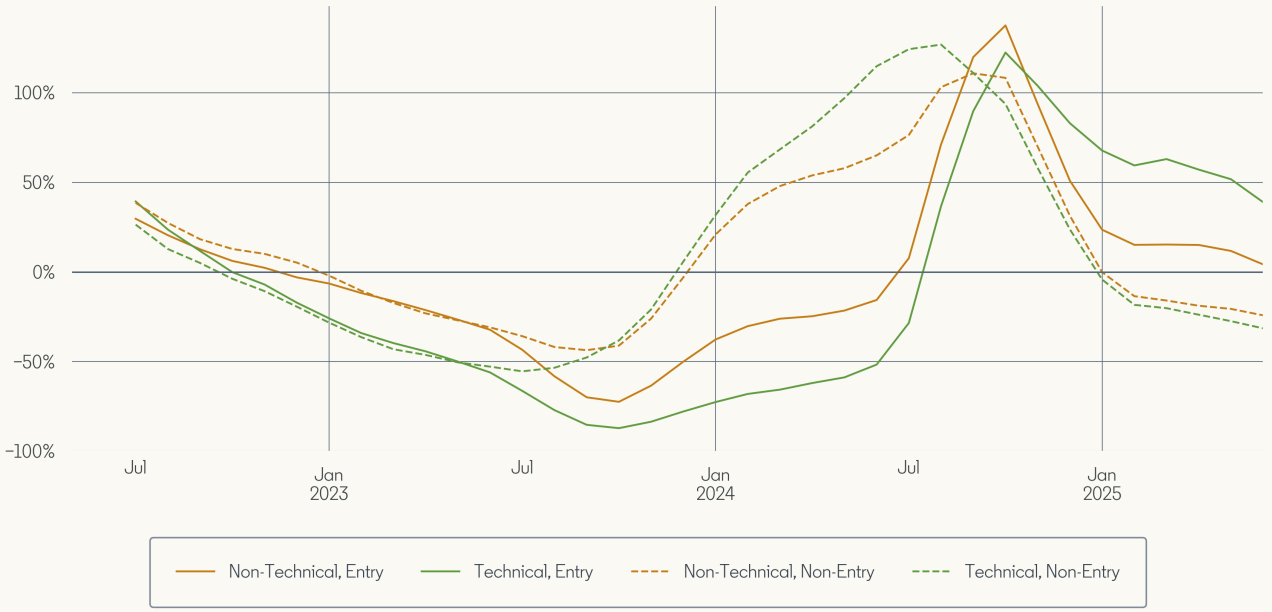
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -13.3% in June, compared to -11.9% for non-entry roles

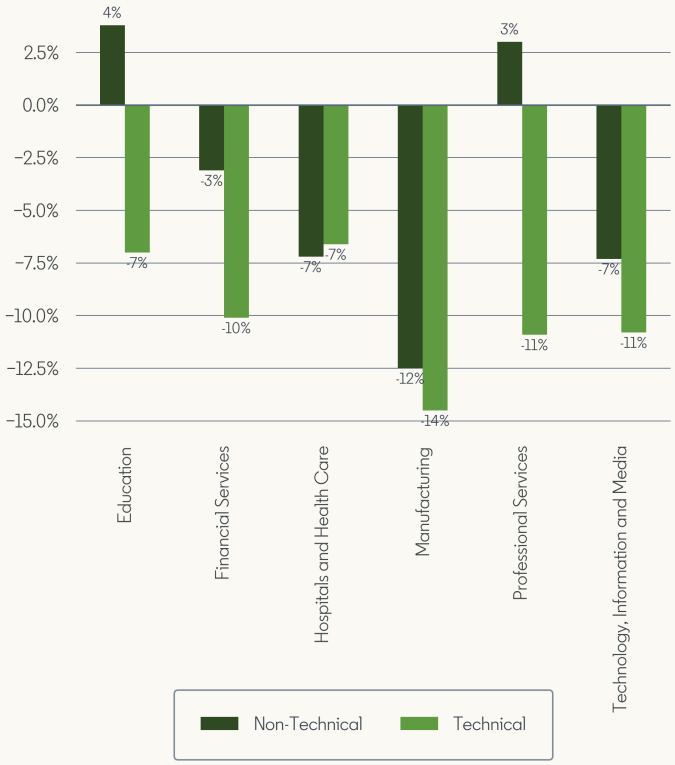


Year-over-year of job postings for technical talent

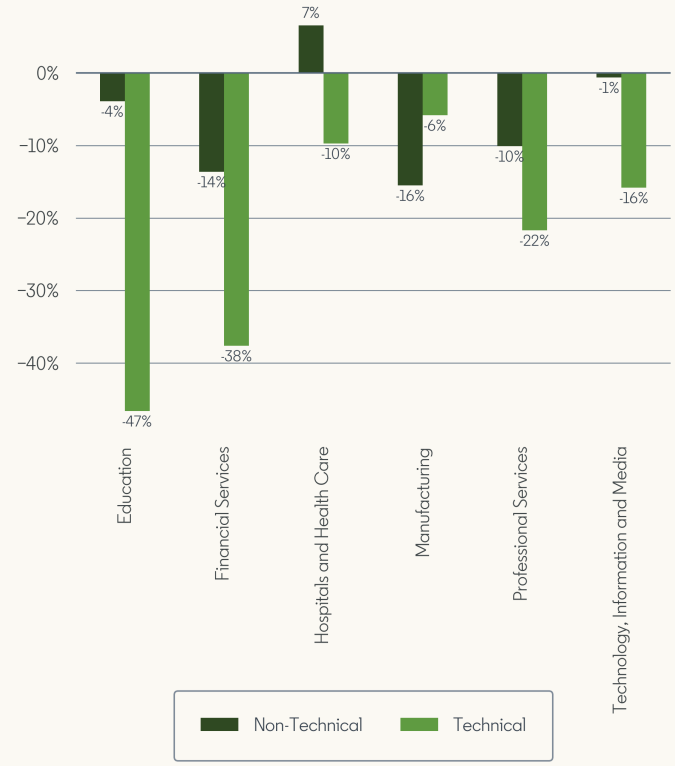
YoY job postings for entry-level technical talent were up by 38.9% in June, compared to -31.4% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Northrop Grumman (1.6%)
2. Amazon (0.9%)
3. UCLA (0.8%)
4. Boeing (0.8%)
5. Google (0.7%)
6. SpaceX (0.6%)
7. University of Southern California (0.6%)
8. Amgen (0.6%)
9. Kaiser Permanente (0.6%)
10. UC Irvine (0.5%)

Fastest growing occupations advertised (YoY)

1. Research And Development Manager (+123.4%)
2. Implementation Consultant (+113.7%)
3. Machine Learning Engineer (+113.0%)
4. Artificial Intelligence Engineer (+100.0%)
5. Civil Engineer (+97.1%)
6. SAP Specialist (+83.1%)
7. Geotechnical Engineer (+81.3%)
8. Operations Engineer (+57.1%)
9. Reliability Engineer (+51.2%)
10. Technical Consultant (+48.9%)

Fastest growing skills (YoY)

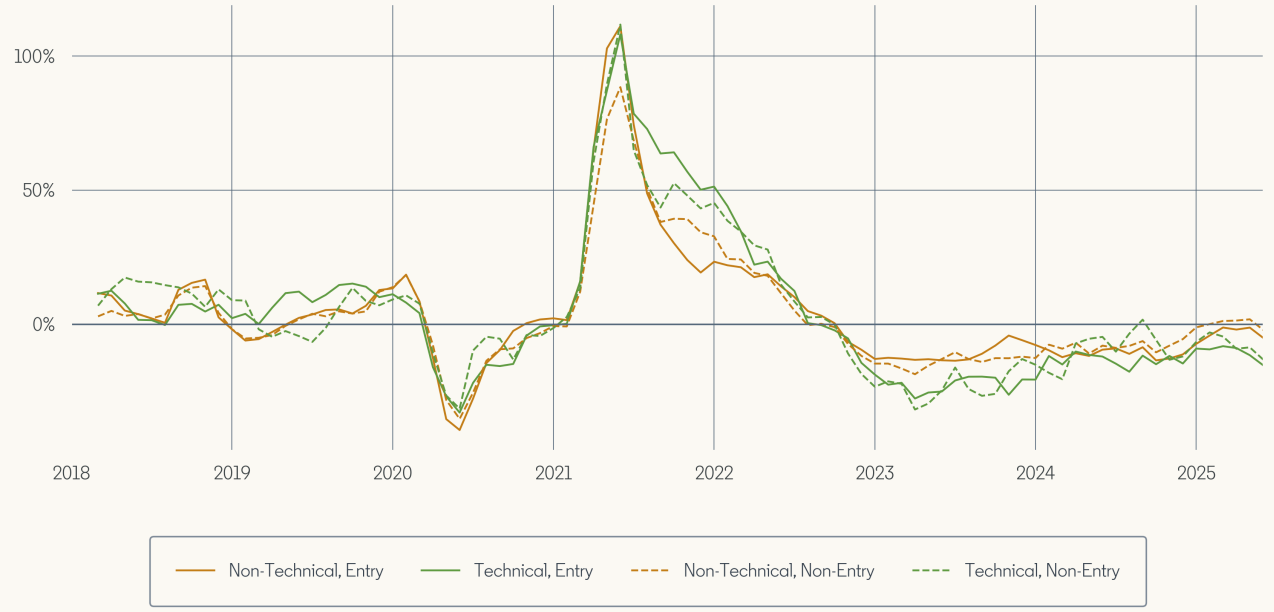
1. System Configuration (+155.2%)
2. Easily Adaptable (+101.5%)
3. Product Quality (+98.2%)
4. Autodesk Civil 3D (+59.1%)
5. HVAC (+51.4%)
6. Training and Development (HR) (+40.6%)
7. Revit (+34.1%)
8. Image Processing (+31.1%)
9. Technical Reports (+23.7%)
10. Containerization (+22.9%)

Decoding Technical Talent

An overview of technical talent in Miami

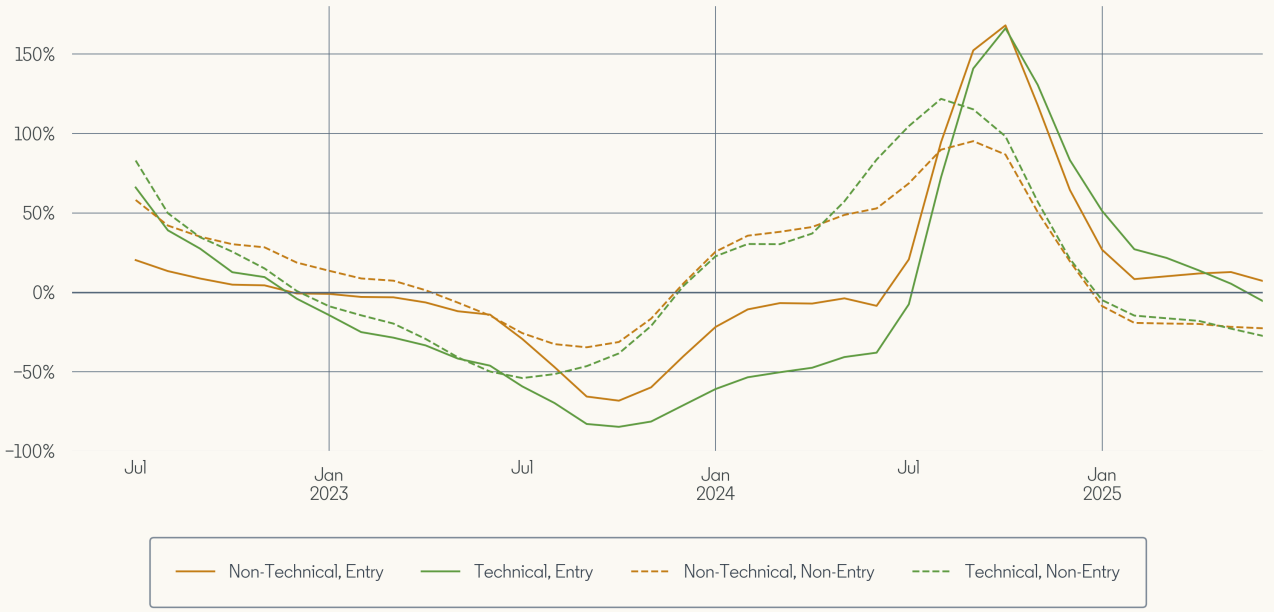
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -15.4% in June, compared to -13.3% for non-entry roles

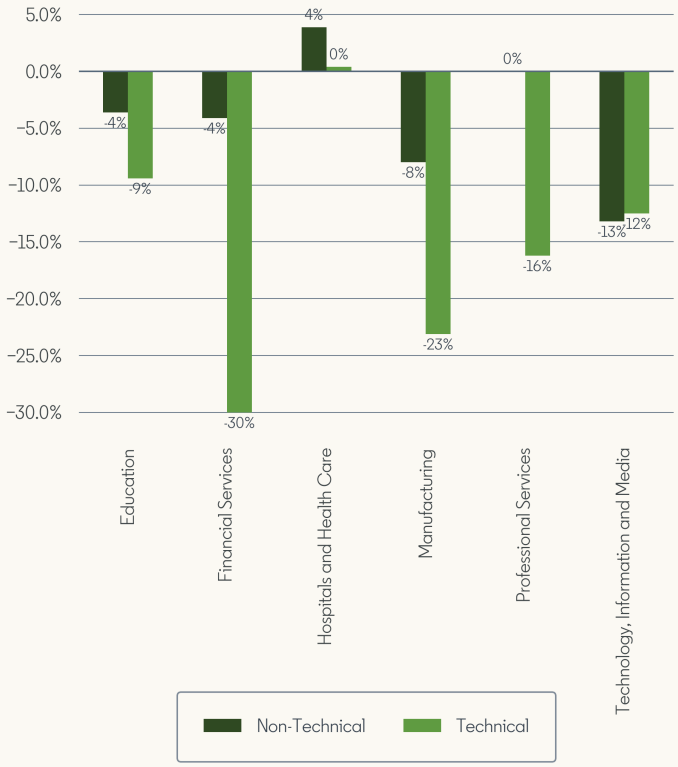


Year-over-year of job postings for technical talent

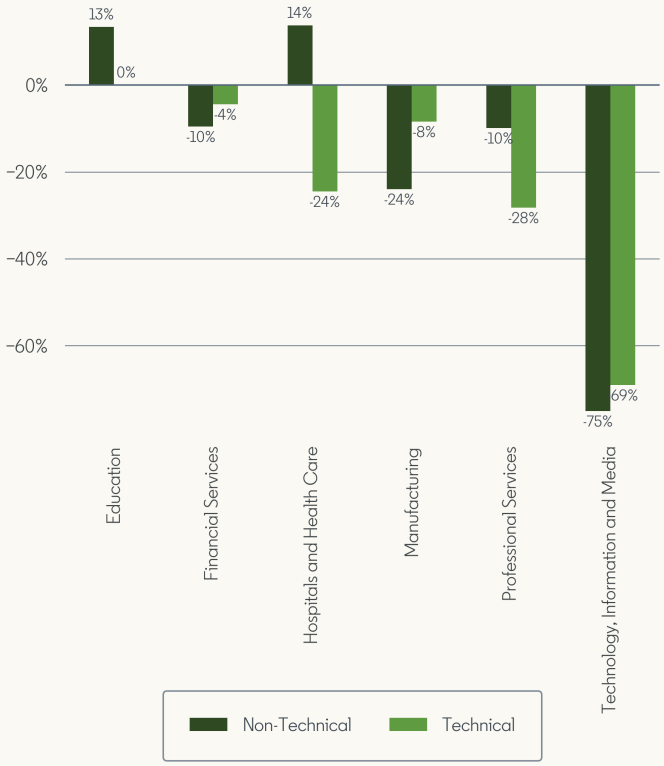
YoY job postings for entry-level technical talent were down by -5.6% in June, compared to -27.4% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Florida International University (1.0%)
2. University of Miami (1.0%)
3. Florida Power & Light (0.7%)
4. UKG (0.7%)
5. NextEra Energy, Inc. (0.6%)
6. University of Miami Miller School of Medicine (0.6%)
7. Baptist Health (0.6%)
8. American Express (0.5%)
9. Royal Caribbean Group (0.5%)
10. Florida Atlantic University (0.5%)

Fastest growing occupations advertised (YoY)

1. Installer (+94.6%)
2. Project Engineer (+67.4%)
3. Security Engineer (+64.1%)
4. Civil Engineer (+59.3%)
5. Mechanical Engineer (+48.9%)
6. Data Analyst (+33.6%)
7. Structural Engineer (+33.5%)
8. Solutions Architect (+32.1%)
9. Network Engineer (+28.5%)
10. Medical Technologist (+21.7%)

Fastest growing skills (YoY)

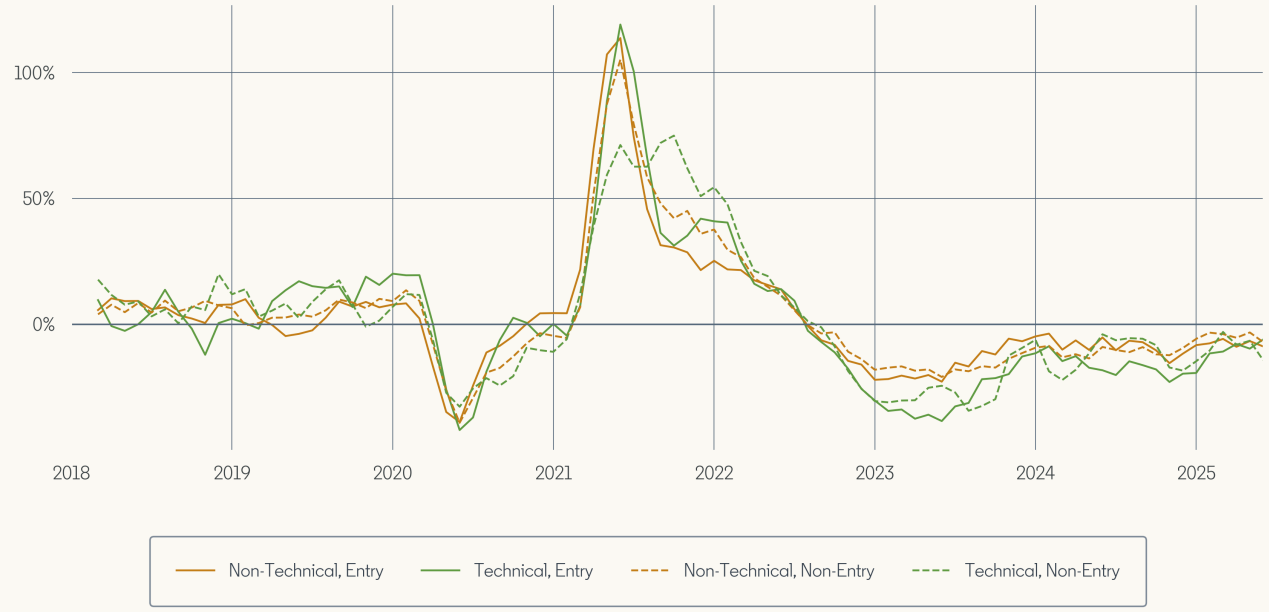
1. Easily Adaptable (+116.1%)
2. Continuous Integration (CI) (+7.6%)
3. AutoCAD (+2.9%)

Decoding Technical Talent

An overview of technical talent in Nashville

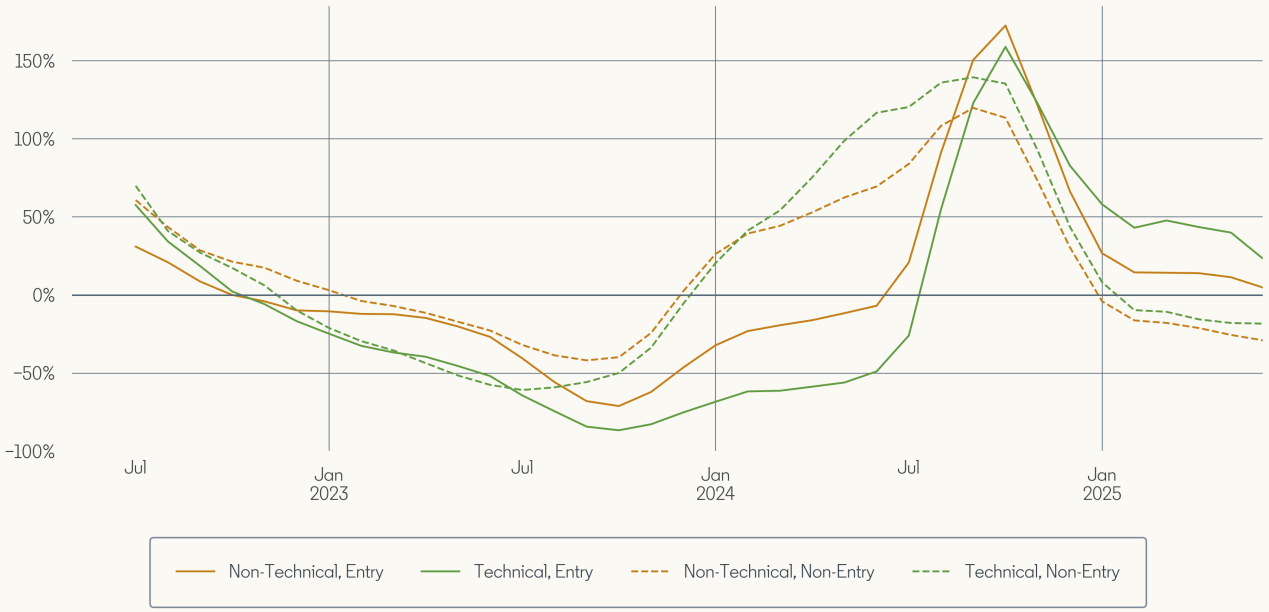
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -6.1% in June, compared to -14.3% for non-entry roles

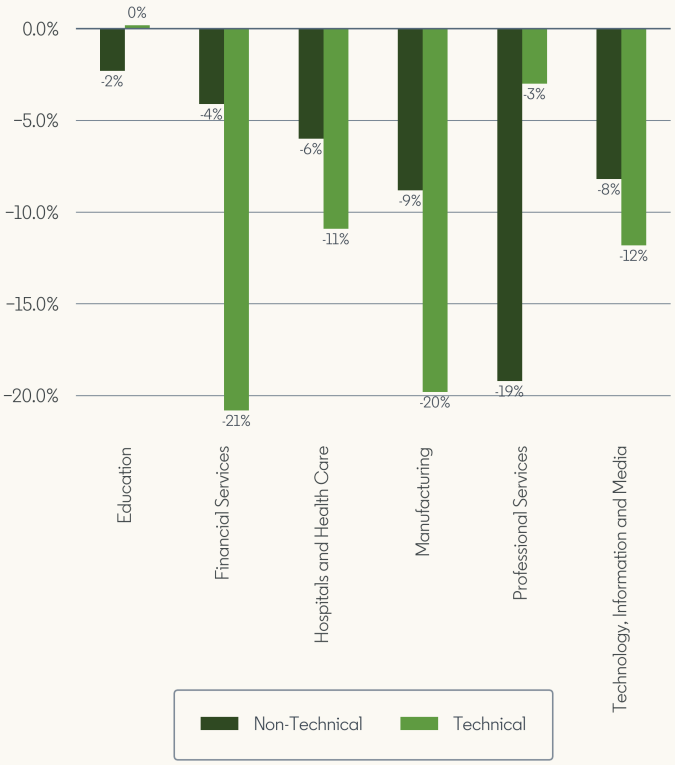


Year-over-year of job postings for technical talent

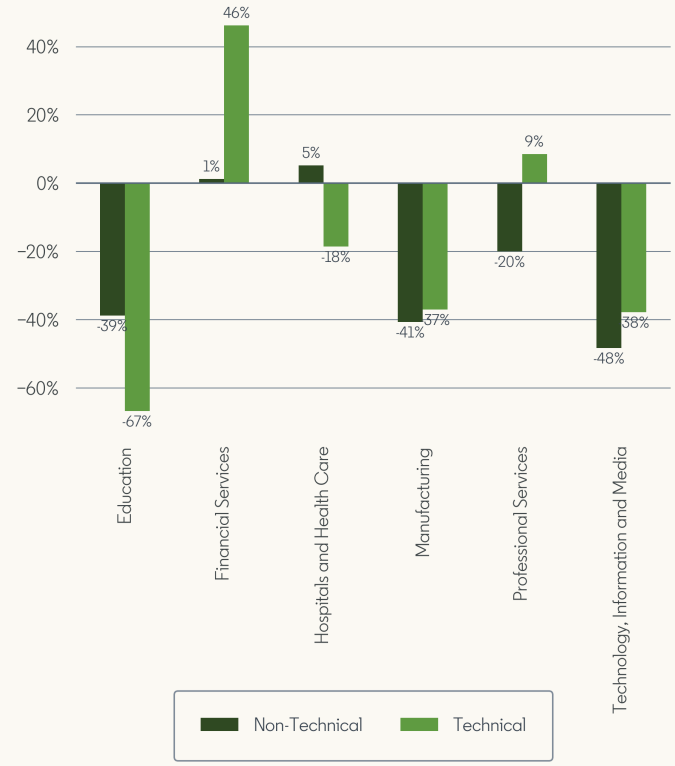
YoY job postings for entry-level technical talent were up by 23.2% in June, compared to -18.3% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Vanderbilt University Medical Center (3.3%)
2. HCA Healthcare (3.2%)
3. Vanderbilt University (2.1%)
4. Amazon (1.0%)
5. Asurion (1.0%)
6. State of Tennessee (1.0%)
7. Nissan Motor Corporation (0.7%)
8. Deloitte (0.7%)
9. Optum (0.6%)
10. Schneider Electric (0.6%)

Fastest growing occupations advertised (YoY)

1. Project Engineer (+67.6%)
2. Civil Engineer (+64.8%)
3. Solutions Architect (+59.9%)
4. Product Analyst (+40.6%)
5. Electrical Engineer (+30.2%)
6. Service Technician (+28.8%)
7. Data Engineer (+18.4%)
8. Mechanical Engineer (+15.9%)
9. Software Engineer (+13.1%)
10. Business Analyst (+12.9%)

Fastest growing skills (YoY)

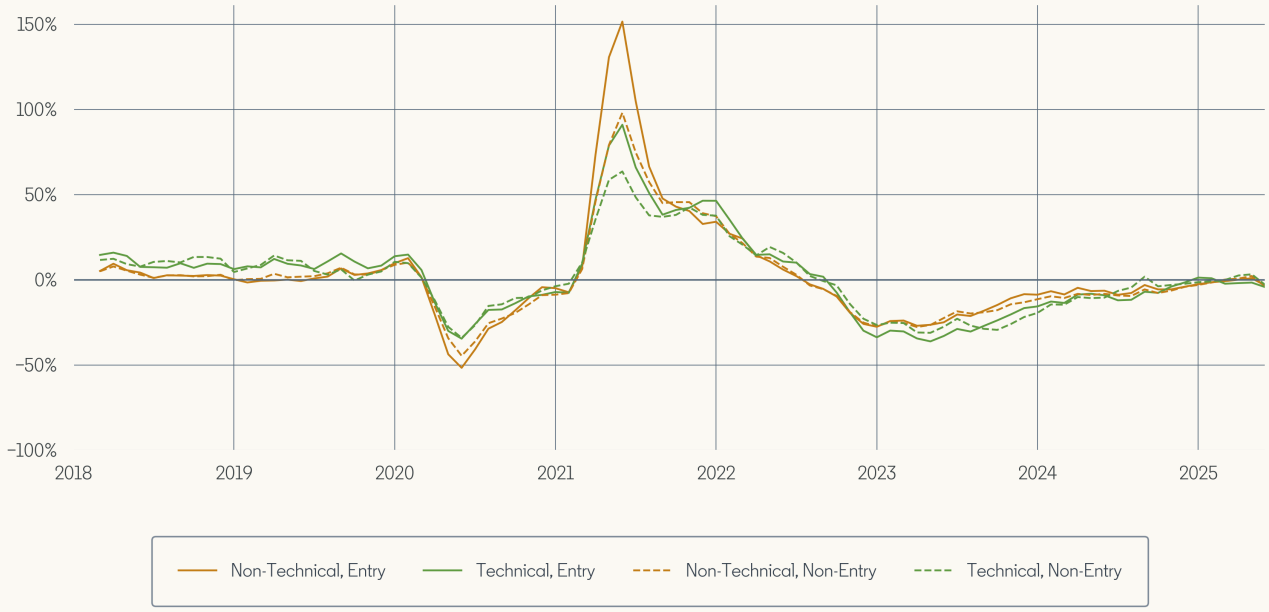
1. Continuous Integration (CI) (+8.6%)
2. Helping Clients (+5.7%)
3. Data Science (+1.4%)

Decoding Technical Talent

An overview of technical talent in New York City

Year-over-year of the LinkedIn Hiring Rate for technical talent

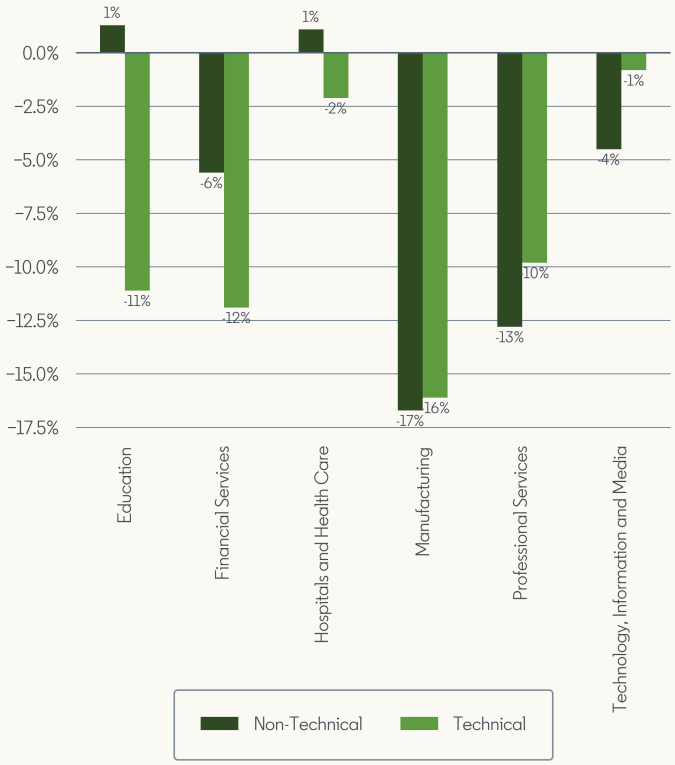
YoY hiring of entry-level technical talent was down by -4.3% in June, compared to -3.0% for non-entry roles



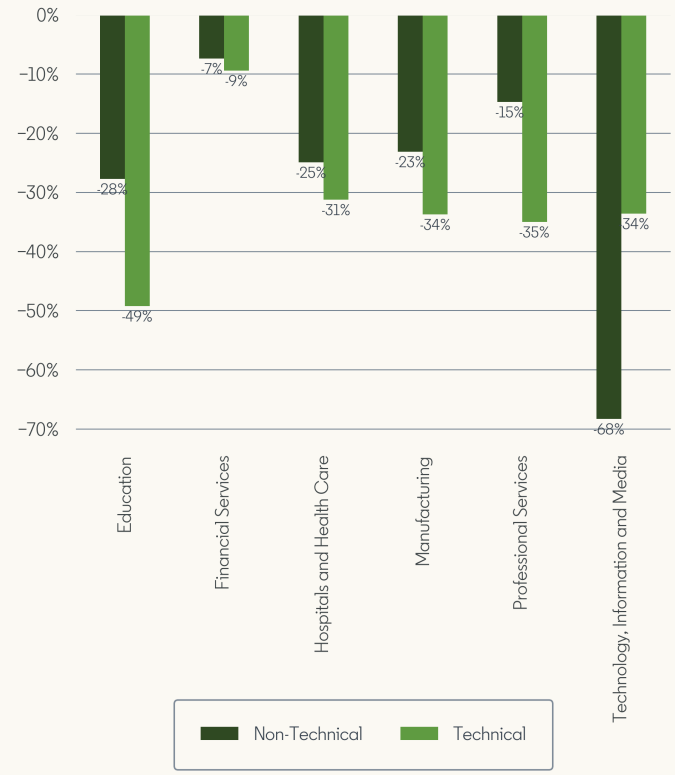
Year-over-year of job postings for technical talent

YoY job postings for entry-level technical talent were up by 9.7% in June, compared to -30.1% for non-entry

YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Google (1.1%)
2. Bloomberg (0.9%)
3. Amazon (0.8%)
4. JPMorganChase (0.8%)
5. Meta (0.6%)
6. Amazon Web Services (AWS) (0.5%)
7. Bristol Myers Squibb (0.5%)
8. IBM (0.5%)
9. Merck (0.5%)
10. Memorial Sloan Kettering Cancer Center (0.4%)

Fastest growing occupations advertised (YoY)

1. Computer Engineering (+1150.0%)
2. Cyber Security Consultant (+310.5%)
3. Applied Scientist (+234.4%)
4. Artificial Intelligence Engineer (+210.9%)
5. Experience Designer (+204.1%)
6. Laboratory Technologist (+149.4%)
7. Salesforce Administrator (+141.4%)
8. Vice President of Engineering (+130.8%)
9. Data Science Manager (+110.8%)
10. Cyber Security Manager (+110.4%)

Fastest growing skills (YoY)

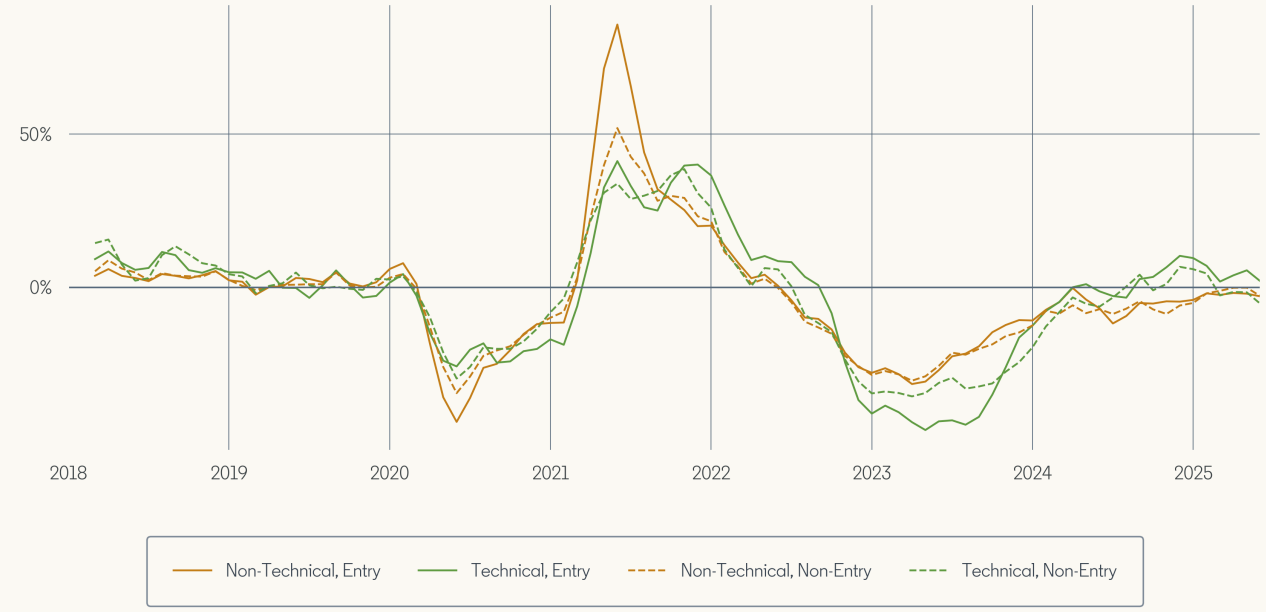
1. System Configuration (+227.8%)
2. Easily Adaptable (+114.6%)
3. Revit (+76.4%)
4. Mechanical, Electrical, and Plumbing (MEP) (+76.2%)
5. SAP FICO (+64.9%)
6. Cloud Applications (+62.9%)
7. Structural Engineering (+59.2%)
8. Ticketing Systems (+58.2%)
9. Accounts Payable (AP) (+46.3%)
10. Programmable Logic Controller (PLC) (+35.2%)

Decoding Technical Talent

An overview of technical talent in San Francisco

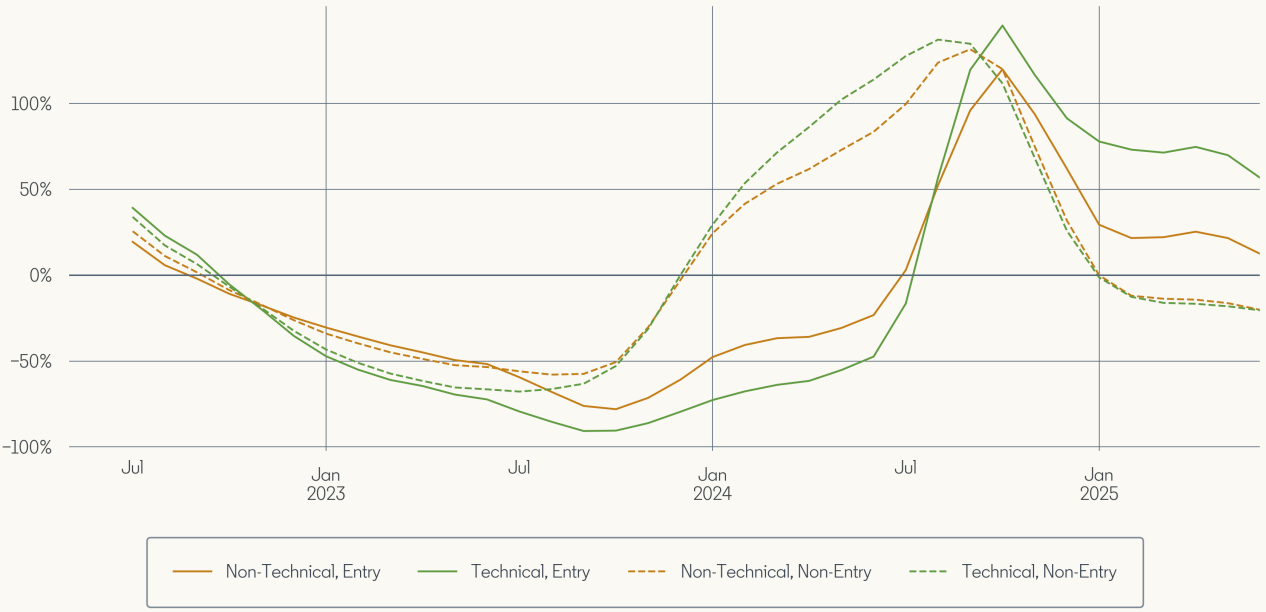
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was up by 2.0% in June, compared to -5.4% for non-entry roles

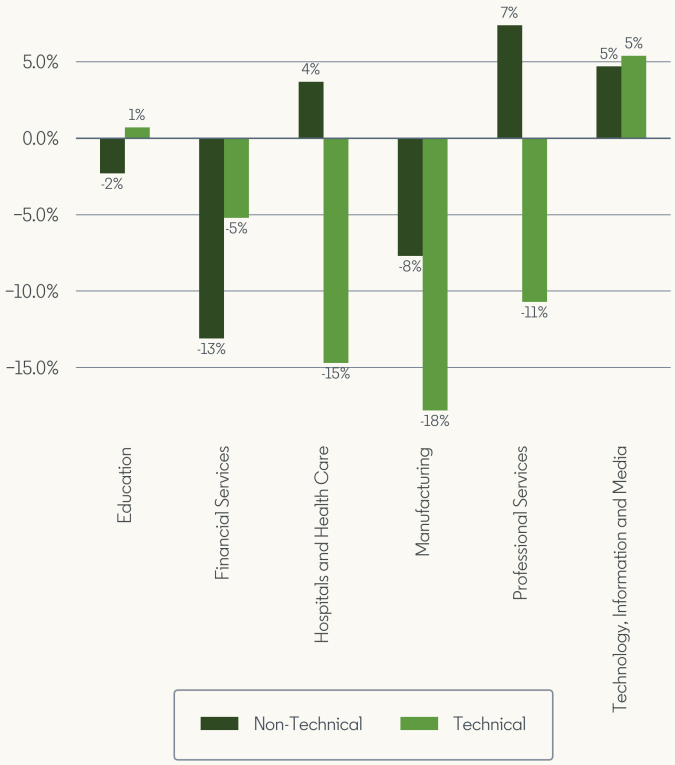


Year-over-year of job postings for technical talent

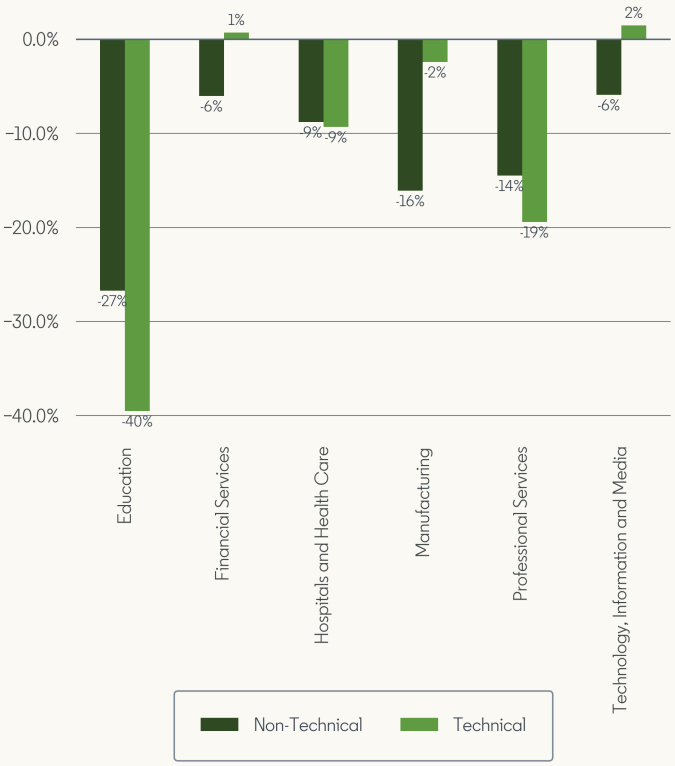
YoY job postings for entry-level technical talent were up by 56.6% in June, compared to -20.5% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Google (4.7%)
2. Apple (3.9%)
3. Meta (2.4%)
4. Amazon (1.2%)
5. NVIDIA (1.0%)
6. Cisco (0.9%)
7. Amazon Web Services (AWS) (0.9%)
8. Tesla (0.9%)
9. LinkedIn (0.8%)
10. Salesforce (0.7%)

Fastest growing occupations advertised (YoY)

1. Applied Scientist (+602.3%)
2. Interaction Designer (+278.4%)
3. Artificial Intelligence Engineer (+195.2%)
4. Laboratory Assistant (+193.6%)
5. Artificial Intelligence Researcher (+188.4%)
6. Biologist (+148.8%)
7. Postdoctoral Researcher (+91.4%)
8. Machine Learning Engineer (+84.3%)
9. Software Engineering Manager (+81.2%)
10. Research Engineer (+79.9%)

Fastest growing skills (YoY)

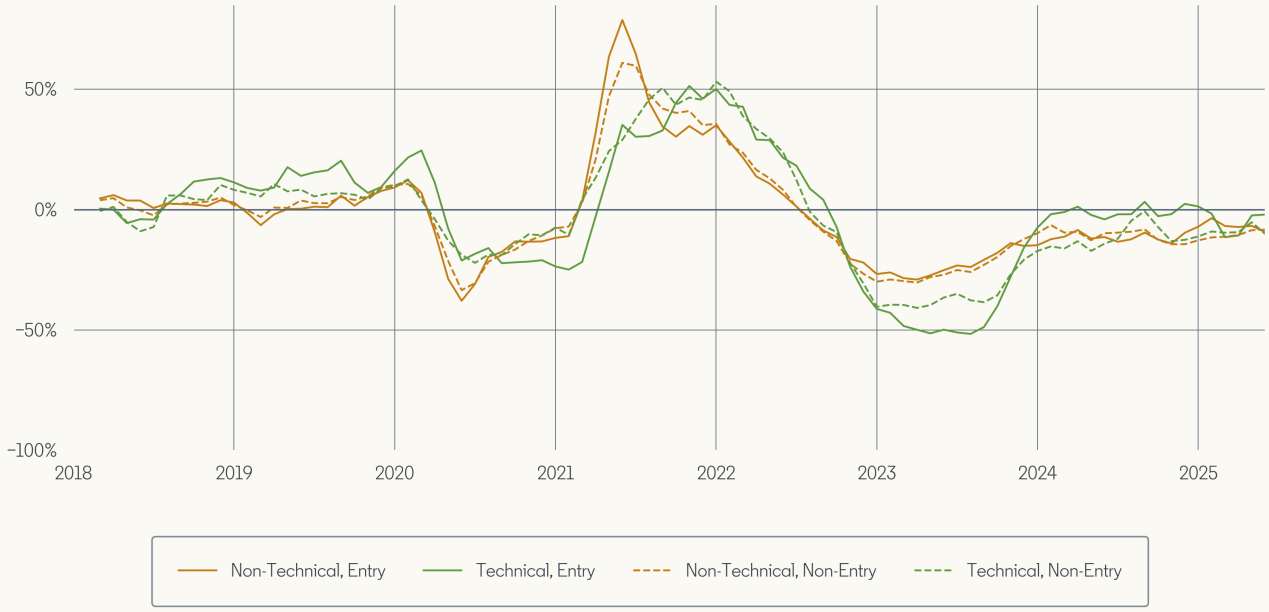
1. System Configuration (+179.0%)
2. Easily Adaptable (+125.6%)
3. Rust (Programming Language) (+52.9%)
4. SAP FICO (+50.1%)
5. Containerization (+45.9%)
6. Service Operations (+44.9%)
7. Continuous Integration (CI) (+38.5%)
8. Continuous Delivery (CD) (+34.5%)
9. Training and Development (HR) (+34.5%)
10. Deep Learning (+29.6%)

Decoding Technical Talent

An overview of technical talent in Seattle

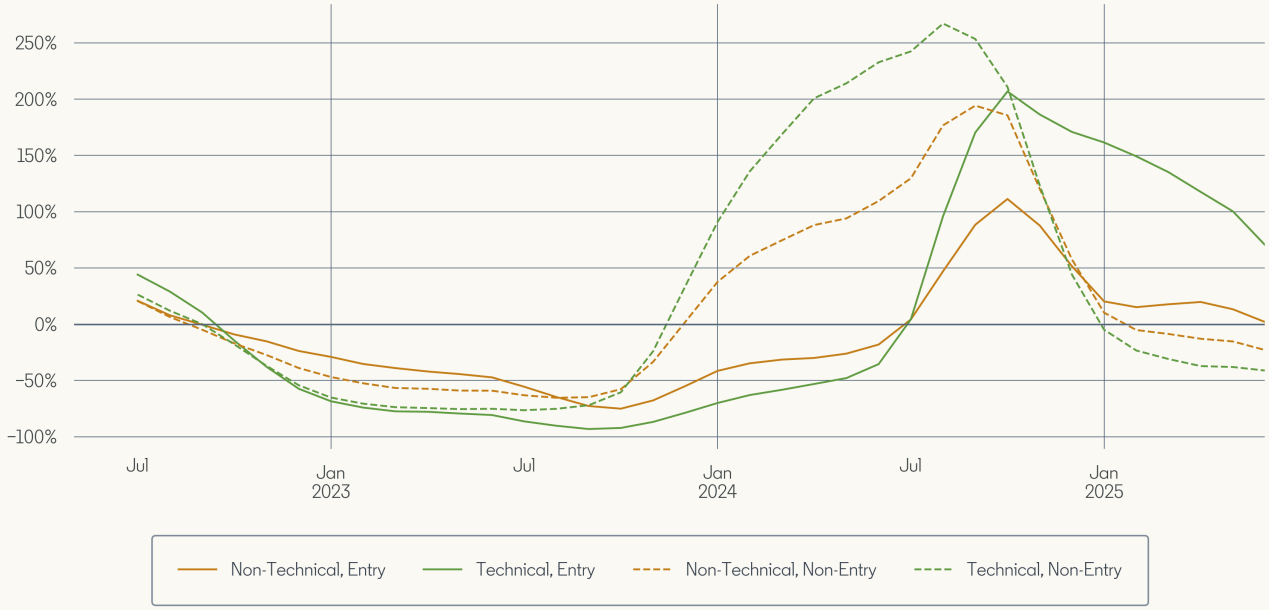
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -2.1% in June, compared to -10.2% for non-entry roles

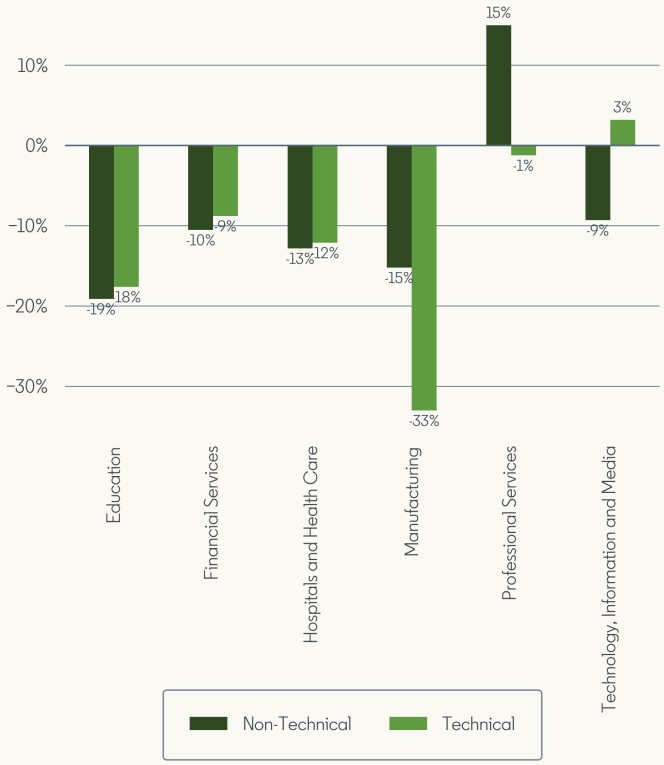


Year-over-year of job postings for technical talent

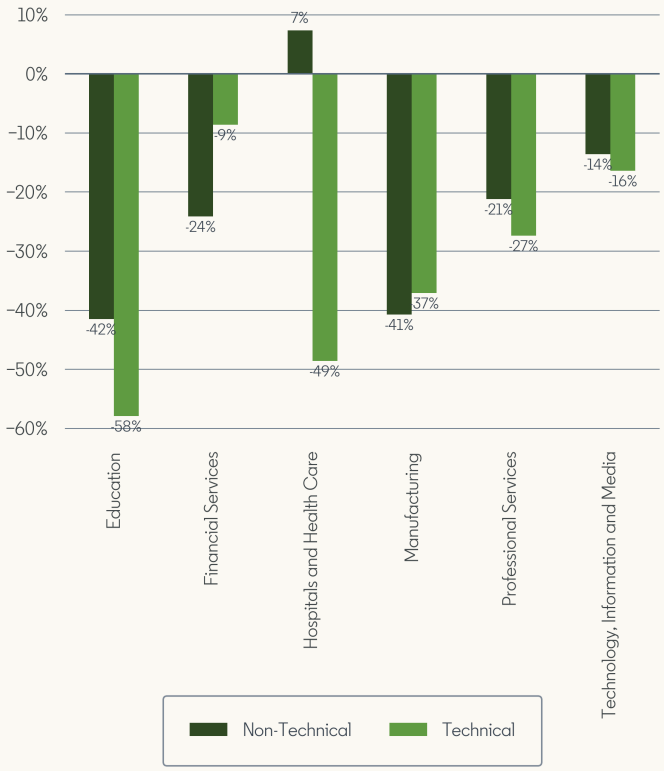
YoY job postings for entry-level technical talent were up by 70.2% in June, compared to -41.2% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Microsoft (10.4%)
2. Amazon (7.9%)
3. Amazon Web Services (AWS) (4.3%)
4. Boeing (2.9%)
5. Google (2.4%)
6. Meta (2.3%)
7. University of Washington (1.3%)
8. Oracle (1.0%)
9. Blue Origin (0.9%)
10. T-Mobile (0.9%)

Fastest growing occupations advertised (YoY)

1. Artificial Intelligence Specialist (+1287.5%)
2. Applied Scientist (+887.1%)
3. Network Development Engineer (+408.8%)
4. System Development Engineer (+307.0%)
5. Artificial Intelligence Engineer (+301.3%)
6. Artificial Intelligence Researcher (+280.3%)
7. Operations Engineer (+262.5%)
8. Geotechnical Engineer (+183.8%)
9. Software Engineering Manager (+172.0%)
10. Software Engineer (+150.3%)

Fastest growing skills (YoY)

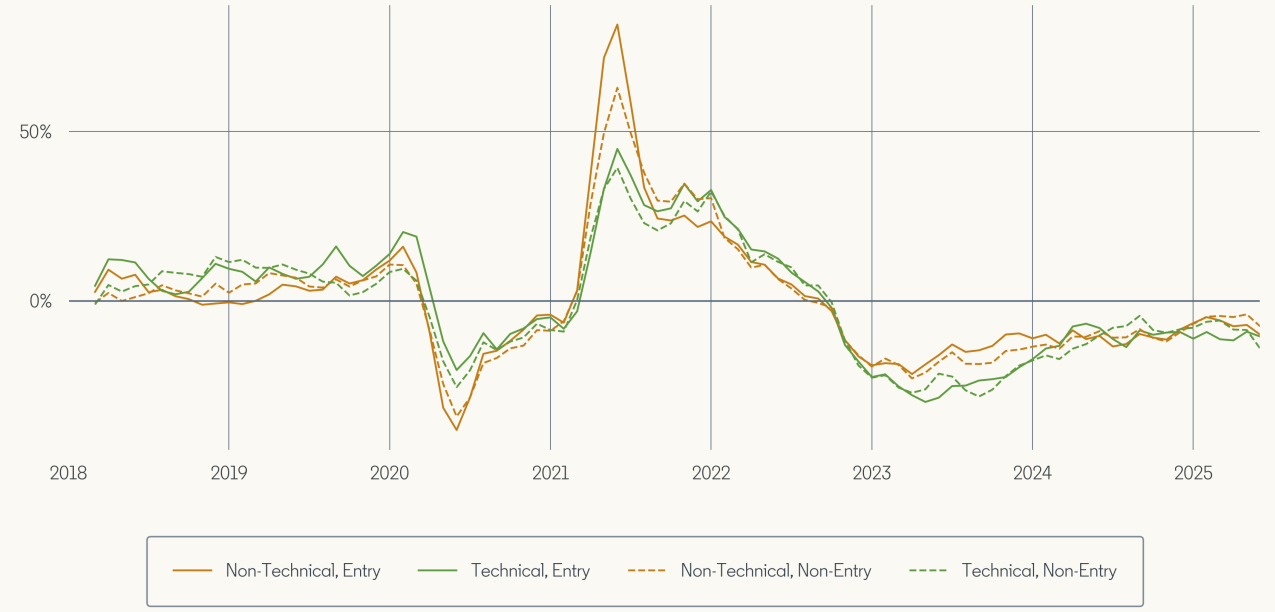
1. Easily Adaptable (+207.3%)
2. Deep Learning (+100.1%)
3. Technical Architecture (+86.7%)
4. C# (+82.2%)
5. Containerization (+78.3%)
6. Big Data (+73.7%)
7. C++ (+71.4%)
8. Machine Learning (+70.6%)
9. Continuous Integration (CI) (+70.6%)
10. Data Engineering (+69.4%)

Decoding Technical Talent

An overview of technical talent in Washington D.C.

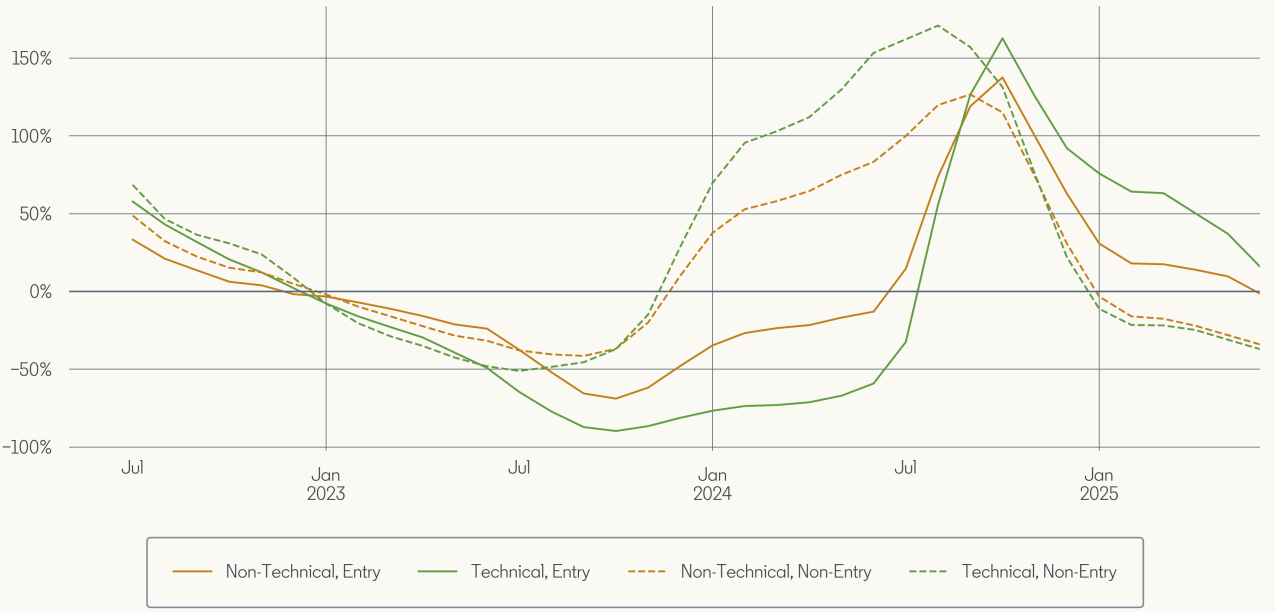
Year-over-year of the LinkedIn Hiring Rate for technical talent

YoY hiring of entry-level technical talent was down by -10.6% in June, compared to -14.2% for non-entry roles

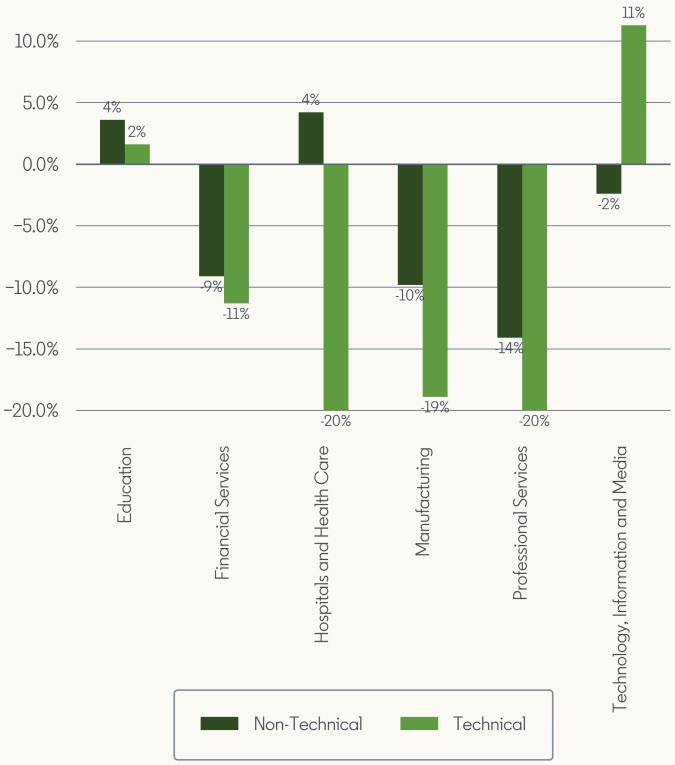


Year-over-year of job postings for technical talent

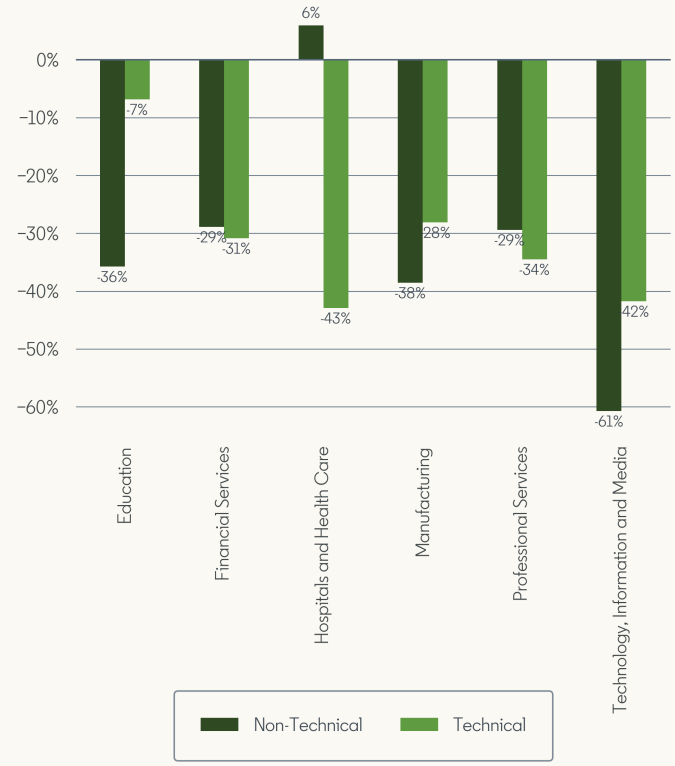
YoY job postings for entry-level technical talent were up by 15.8% in June, compared to -37.1% for non-entry



YoY of the LinkedIn Hiring Rate in June



YoY of job postings in June



Top employers of technical talent

1. Amazon Web Services (AWS) (1.4%)
2. Capital One (1.4%)
3. Northrop Grumman (1.4%)
4. Booz Allen Hamilton (1.3%)
5. Leidos (0.9%)
6. CACI International Inc (0.6%)
7. Johns Hopkins Applied Physics Laboratory (0.6%)
8. General Dynamics Information Technology (0.6%)
9. Microsoft (0.6%)
10. Freddie Mac (0.6%)

Fastest growing occupations advertised (YoY)

1. System Development Engineer (+351.3%)
2. Civil Project Engineer (+280.0%)
3. Cloud Consultant (+273.2%)
4. Data Science Manager (+171.0%)
5. Artificial Intelligence Engineer (+169.3%)
6. Software Engineering Manager (+158.3%)
7. Linux System Engineer (+147.2%)
8. Salesforce Administrator (+129.7%)
9. Data Technician (+123.8%)
10. Machine Learning Engineer (+113.1%)

Fastest growing skills (YoY)

1. Clearances (+1698.8%)
2. Cloud Applications (+247.4%)
3. System Configuration (+205.1%)
4. Easily Adaptable (+99.7%)
5. Revit (+70.3%)
6. Mechanical, Electrical, and Plumbing (MEP) (+68.3%)
7. Autodesk Civil 3D (+60.3%)
8. Scala (+58.8%)
9. Plumbing (+58.4%)
10. Data Centers (+53.2%)

Decoding Technical Talent

Methodology

Technical talent

We define a LinkedIn member as technical talent if they are working in a technical functional area like research, engineering, or information technology.

AI talent

We define a LinkedIn member as AI talent if they have explicitly added at least two AI skills to their profile and/or they are or have been employed in an AI job.

Market area

A market area is a designated region in the United States that defines major metropolitan cities and their surrounding suburbs. These areas typically include a central city (or cities) and all adjacent cities within the commuter zone.

Industry

Our industry taxonomy is a collection of entities that share economic activities and contribute to a specific product or service. An industry represents the products or services that a company offers or sells.

Gender

We recognize that some LinkedIn members identify beyond the traditional gender constructs of "man" and "woman." If not explicitly self-identified, we have inferred the gender of members included in this analysis either by the pronouns used on their LinkedIn profiles or inferred on the basis of first name. We retained in the analysis members for whom we had reliable gender data, either through their self-identification or through our inference.

Entry-level

We define entry-level as an individual that requires a basic amount of training and guidance to be capable of independently completing tasks.

LinkedIn Hiring Rate

The LinkedIn Hiring Rate (LHR) is a measure of hires divided by LinkedIn membership in the country. This analysis looks at the changes in hiring rate between this month and the same month in the previous year. This is based on members' profile updates using the start date of a new job. For the time series analysis we share a 3-month rolling mean.

LinkedIn job postings

Job postings refer to paid job postings on LinkedIn. This analysis looks at the changes in job postings between this month and the same month in the previous year.

Decoding Technical Talent

About the authors

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Rosie Hood is the Lead Data Scientist for EMEA in LinkedIn's Economic Graph Research Institute, and co-lead for the Data for Impact program, empowering government and multilateral partners with the economic data they need to make informed decisions and invest in programs that create economic opportunity for the global workforce. As part of the Economic Graph Research Institute, Rosie's research focuses on building novel statistical models on equity, the green economy and labour markets.

LinkedIn's Economic Graph

LinkedIn's Economic Graph team partners with world leaders to analyze labor markets and recommend policy solutions to prepare the global workforce for the jobs of the future. Through these insights, we can help connect more people to opportunities – one member at a time.

LinkedIn's Data for Impact program

LinkedIn's Data for Impact program aims to empower government and multilateral partners with the economic data they need to make informed decisions and invest in programs that create economic opportunity for the global workforce. We partner with multilateral organizations, government institutions, and select public-benefit entities to share these data and insights at no cost to them.