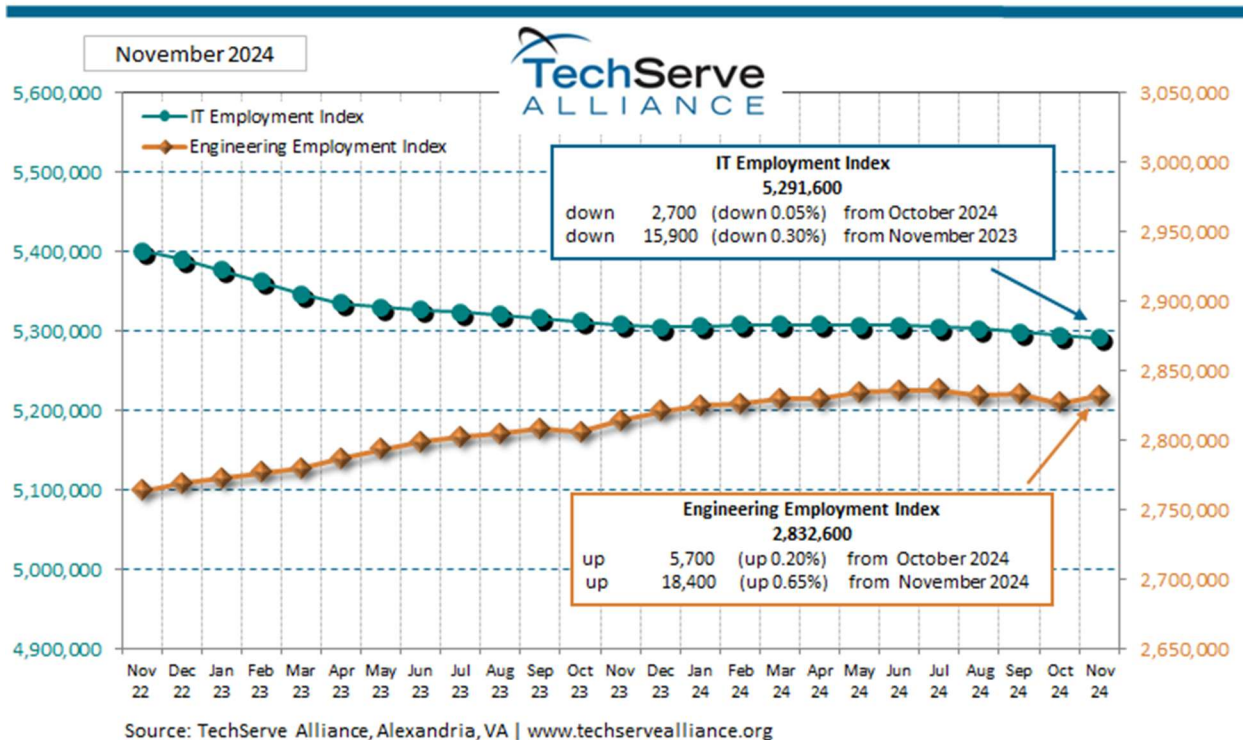




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## IT Jobs Growth Remains Flat in November

In November, IT employment inched down 0.05%, or a loss of 2,700 jobs, month-over-month, according to TechServe Alliance, the national trade association for the IT & Engineering Staffing and Solutions Industry. On a yearly basis, the IT job market dipped 0.30%, with a loss of 15,900 positions. Employment in Engineering was up 0.65% year-over-year, adding 18,400 jobs during the same period.



"The overall U.S. job market posted strong gains in November, but IT employment remained effectively flat. Throughout the year, technology leaders delayed hiring decisions due to economic, political, and geopolitical uncertainties. This has had significant implications for IT investments and associated hiring" said Mark Roberts, CEO of TechServe Alliance.

"While IT hiring overall has not yet accelerated, critical IT domains such as AI and Machine Learning, as well as Security and Cybersecurity continue to remain strong. With the U.S. graduating just over 100,000 computer science graduates annually and anticipating downward pressure on high-skilled immigration

in the coming years, there will be a long-term shortage of talent as the growth rate for computer and mathematical occupations is projected to be more than twice the national average for all occupations over the next 10 years. Consequently, we believe that despite the moderating labor pressure on employers in the short term, long-term demand for IT skills will continue to outpace supply."

*The following table presents information about the total number of jobs in certain sectors that provide a significant amount of employment for IT and engineering professionals.*

| Comparisons of TechServe Alliance's IT Employment Index to employment in some key sectors with significant numbers of IT jobs as well as to all non-farm jobs |  |                                      |  |   |   |   |                                     |  |                     |
|---|--|--------------------------------------|--|---|---|---|-------------------------------------|--|---------------------|
| October 2024  | TechServe Alliance IT Employment Index | Computer systems and design services | Management and technical consulting services | Data processing, hosting and related services | TechServe Alliance Engineering Employment Index | Computer and electronic product manufacturing | Professional and technical services | Federal, State, and Local Government (excluding state and local schools and hospitals) | Total non-farm jobs |
| number of jobs  | 5,291,600                              | 2,549,500                            | 1,908,000                                    | 493,200                                       | 2,832,600                                       | 1,089,200                                     | 11,050,700                          | 11,484,000   | 159,288,000         |
| change from previous month  | - 0.05%                                | + 0.05%                              | + 0.13%                                      | + 0.22%                                       | + 0.20%   | - 0.37%                                       | + 0.14%                             | + 0.14%  | + 0.14%             |
| change from same month, one year earlier  | - 0.30%                                | + 1.26%                              | + 1.16%                                      | + 0.51%                                       | + 0.65%   | - 1.56%                                       | + 1.32%                             | + 2.36%  | + 1.45%             |
| <i>note: all figures are subject to revision</i>  |  |                                      |  |   |   |   |                                     |  |                     |
| Sources: Department of Labor/U.S. Bureau of Labor Statistics and TechServe Alliance   |  |                                      |  |   |   |   |                                     |  |                     |

*Technical note:* TechServe Alliance's IT Employment Index and Engineering Employment Index are the first specific measurements of IT and engineering employment. These unique measurements of total IT and engineering employment are created monthly by studying the ongoing staffing patterns of a dozen IT and computer related occupations in 22 industries and industry sectors employing significant numbers of IT workers and nearly two dozen engineering occupations in 30 select industries and industry sectors employing significant numbers of engineering workers. Both the monthly IT Employment and Engineering Employment Indices are based on U.S. Bureau of Labor Statistics (BLS) data, which is subject to monthly revisions, and is revised accordingly. Both indices are also subject to periodic revisions and annual revisions / benchmarking that includes revisions to several years of employment data, which also may incorporate new occupational definitions. Both indices were revised / benchmarked going back several years released on February 2, 2024. In addition, both indices are subject to minor revisions to March and April data of this year. The next major revision will be released and published in February 2025.

### About TechServe Alliance

TechServe Alliance is the national trade association of the IT & Engineering staffing and solutions industry. IT & Engineering staffing and solutions firms count on TechServe Alliance to keep their leadership informed, engaged, and connected. TechServe Alliance serves as the voice of the industry before the policymakers and the national and trade press. By providing access to the knowledge and best practices of an entire industry and tapping the "collective scale" of its members, TechServe

Alliance supports its members in the efficient delivery of best-in-class IT & Engineering staffing and solutions for clients and exceptional professional opportunities for every consultant.