



**11.0701**  
in Region

# Contents

What is Lightcast Data? .....	1
Report Parameters .....	2
Executive Summary .....	3
Jobs .....	4
Compensation .....	7
Job Posting Activity .....	8
Demographics .....	11
Occupational Programs .....	13
Appendix A (Occupations) .....	15

## What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resums, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 12 Occupations

11-3021	Computer and Information Systems Managers
---------	---

15-1221	Computer and Information Research Scientists
---------	--

15-1212	Information Security Analysts
---------	-------------------------------

15-1251	Computer Programmers
---------	----------------------

15-1252	Software Developers
---------	---------------------

15-1253	Software Quality Assurance Analysts and Testers
---------	---

15-1254	Web Developers
---------	----------------

15-1255	Web and Digital Interface Designers
---------	-------------------------------------

15-1241	Computer Network Architects
---------	-----------------------------

<i>See Appendix A for all 12 Occupations</i>	
--	--

### 4 Counties

4003	Cochise County, AZ
------	--------------------

4009	Graham County, AZ
------	-------------------

4019	Pima County, AZ
------	-----------------

4023	Santa Cruz County, AZ
------	-----------------------

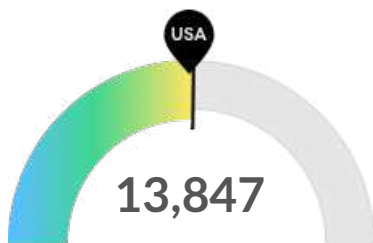
### Class of Worker

QCEW Employees and Non-QCEW Employees

The information in this report pertains to the chosen occupations and geographical areas.

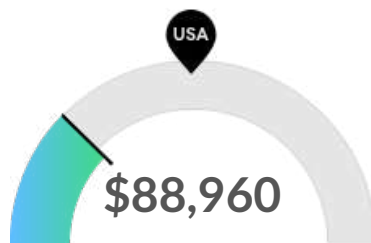
## Executive Summary

### Light Job Posting Demand Over an Average Supply of Regional Jobs



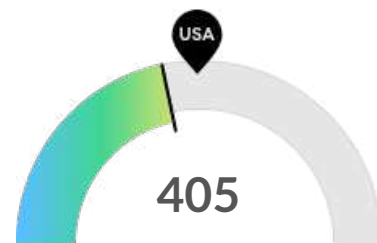
**Jobs (2023)**

Your area is about average for this kind of job. The national average for an area this size is 13,683\* employees, while there are 13,847 here.



**Compensation**

Earnings are low in your area. The national median salary for your occupations is \$107,614, compared to \$88,960 here.



**Job Posting Demand**

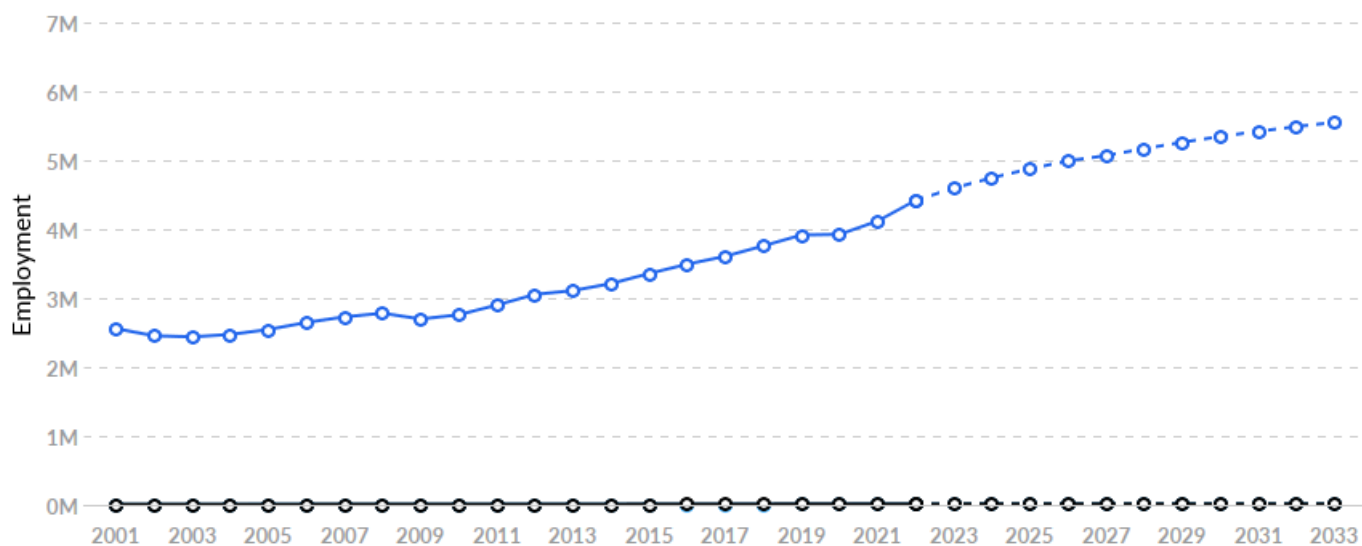
Job posting activity is low in your area. The national average for an area this size is 493\* job postings/mo, while there are 405 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Jobs

## Regional Employment Is About Equal to the National Average

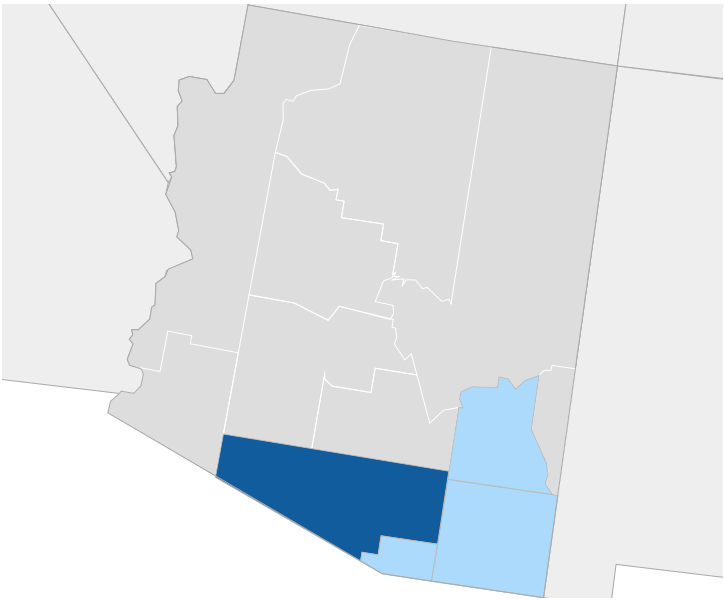
An average area of this size typically has 13,683\* jobs, while there are 13,847 here.



	Region	2023 Jobs	2033 Jobs	Change	% Change
●	Region	13,847	15,210	1,364	9.9%
●	National Average	13,683	16,176	2,493	18.2%
●	United States	4,595,944	5,550,131	954,187	20.8%

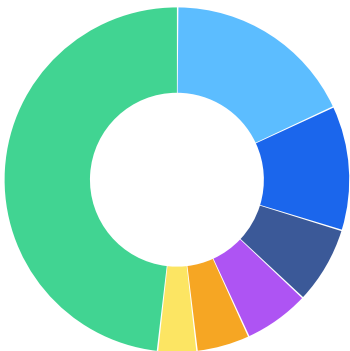
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Regional Breakdown



County	2023 Jobs
Pima County, AZ	12,234
Cochise County, AZ	1,375
Santa Cruz County, AZ	128
Graham County, AZ	110

## Most Jobs are Found in the Computer Systems Design and Related Services Industry Sector



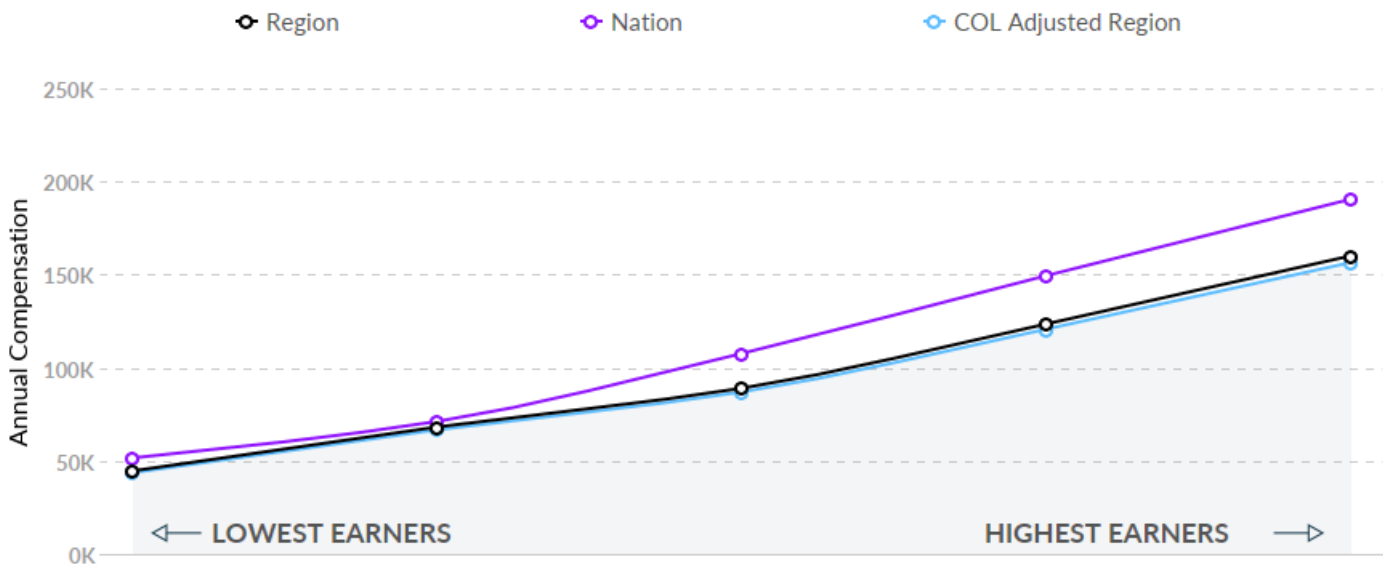
Industry	% of Occupation in Industry (2023)
<div></div> Computer Systems Design and Related Services	18.0%
<div></div> Aerospace Product and Parts Manufacturing	11.7%
<div></div> Software Publishers	7.2%
<div></div> Education and Hospitals (State Government)	6.2%
<div></div> Federal Government, Civilian	5.0%
<div></div> Employment Services	3.7%
<div></div> Other	48.3%



## Compensation

### Regional Compensation Is 17% Lower Than National Compensation

For your occupations, the 2022 median wage in your area is \$88,960, while the national median wage is \$107,614.



# Job Posting Activity



## 4,460 Unique Job Postings

The number of unique postings for this job from Jan 2023 to Nov 2023.



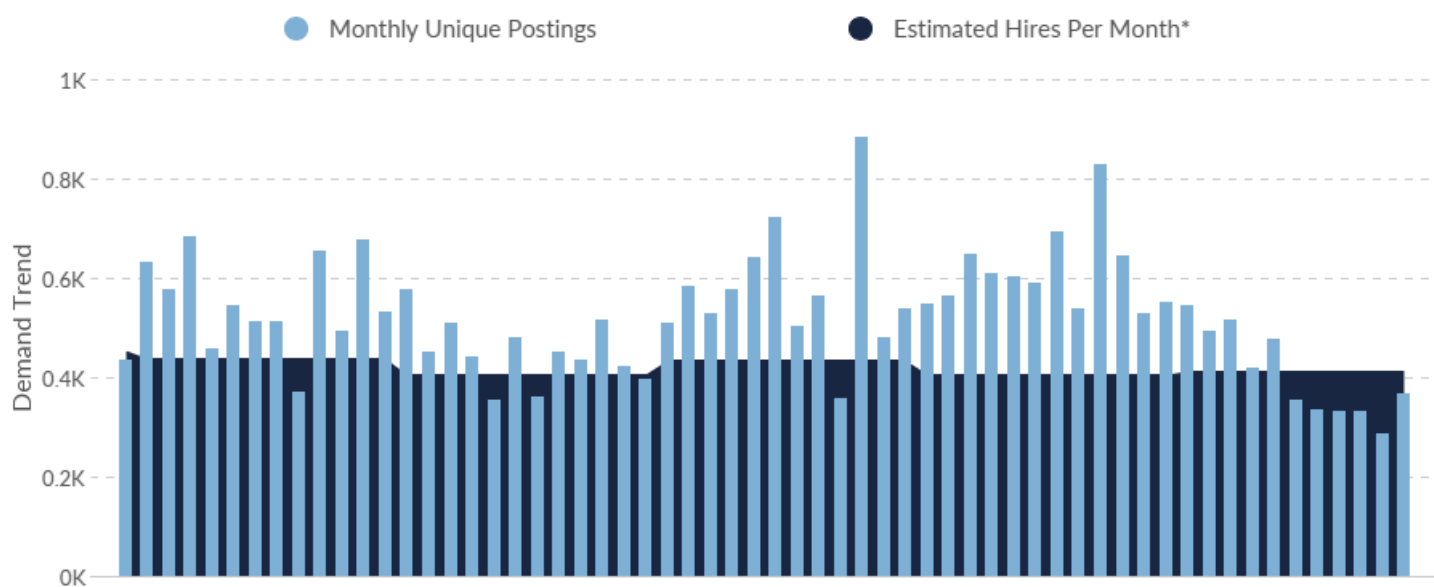
## 820 Employers Competing

All employers in the region who posted for this job from Jan 2023 to Nov 2023.



## 29 Day Median Duration





















Posting duration is 1 day longer than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2023 - Nov 2023)	Avg Monthly Hires (Jan 2023 - Nov 2023)
Software Developers	118	164
Computer Occupations, All Other	95	33
Computer User Support Specialists	77	87
Information Security Analysts	39	20

\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Occupation	Avg Monthly Postings (Jan 2023 - Nov 2023)	Avg Monthly Hires (Jan 2023 - Nov 2023)
Web Developers	12	7
Computer Network Architects	14	7
Software Quality Assurance Analysts and Testers	18	10
Computer Programmers	14	7
Computer Network Support Specialists	6	15
Computer and Information Systems Managers	6	53
Web and Digital Interface Designers	3	7
Computer and Information Research Scientists	2	4

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Raytheon Technologies	748 	Software Engineers	136 
University of Arizona	193 	Systems Engineers	80 
Jacobs Engineering Group	116 	Software Developers	70 
Sesc	83 	Embedded Software Engineers	58 
Humana	68 	Principal Systems Engineers	58 
CTG	57 	Principal Software Engineers	54 
Deloitte	54 	Modeling and Simulation Engine...	50 
Sos Ministries	51 	Systems Design Engineers	42 
Caterpillar	50 	Information Systems Security Of...	41 
General Dynamics	47 	IT Technicians	39 

## Top Distinguishing Skills by Demand

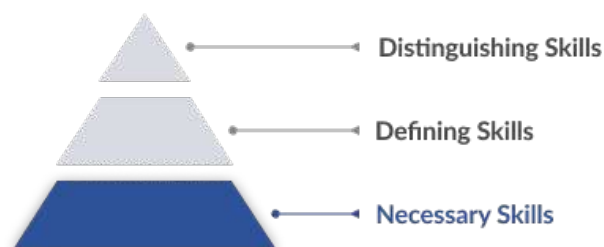
Not enough data to display Distinguishing Skills for this occupation.

## Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

## Top Necessary Skills by Demand

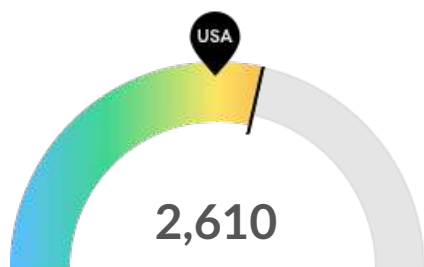
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting
Computer Science	✓	1,053
Security Clearance	✗	944
Systems Engineering	✗	682
Agile Methodology	✓	640
Project Management	✗	619
Operating Systems	✓	600
Python (Programming Language)	✗	585
Software Development	✗	570
Automation	✗	568
C++ (Programming Language)	✗	554

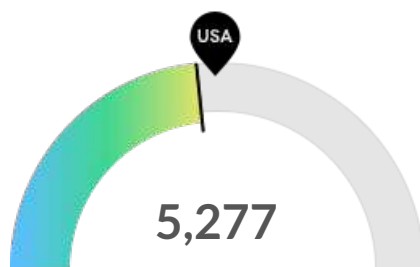
## Demographics

### Retirement Risk Is High, While Overall Diversity Is About Average



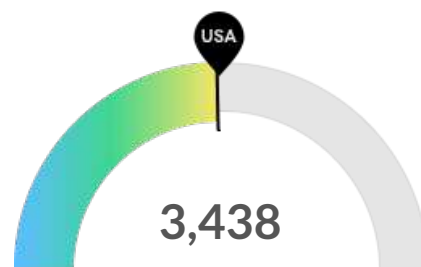
**Retiring Soon**

Retirement risk is high in your area. The national average for an area this size is 2,137\* employees 55 or older, while there are 2,610 here.



**Racial Diversity**

Racial diversity is about average in your area. The national average for an area this size is 5,801\* racially diverse employees, while there are 5,277 here.

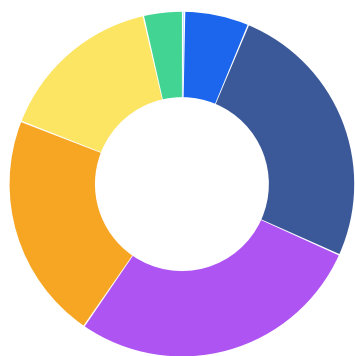


**Gender Diversity**

Gender diversity is about average in your area. The national average for an area this size is 3,507\* female employees, while there are 3,438 here.

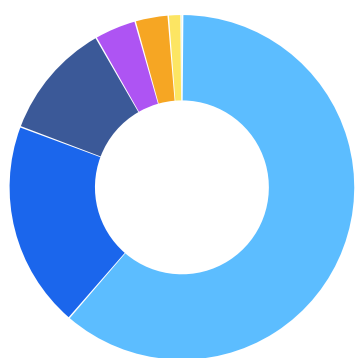
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Occupation Age Breakdown



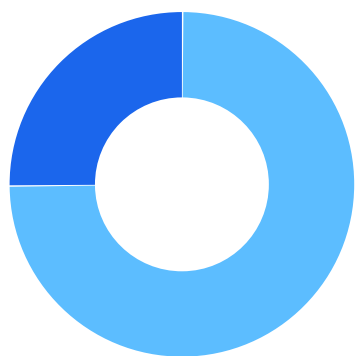
	% of Jobs	Jobs
14-18	0.2%	24
19-24	6.0%	824
25-34	25.4%	3,465
35-44	27.9%	3,800
45-54	21.3%	2,905
55-64	15.5%	2,111
65+	3.7%	499

## Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	61.3%	8,351
Hispanic or Latino	19.4%	2,639
Asian	11.0%	1,499
Black or African American	3.9%	533
Two or More Races	3.1%	423
American Indian or Alaska Native	1.2%	162
Native Hawaiian or Other Pacific Islander	0.1%	20

## Occupation Gender Breakdown



	% of Jobs	Jobs
Males	74.8%	10,190
Females	25.2%	3,438

# Occupational Programs



## 60 Programs

Of the programs that can train for this job, 60 have produced completions in the last 5 years.



## 6,521 Completions (2022)

The completions from all regional institutions for all degree types.



## 1,033 Openings (2022)

The average number of openings for an occupation in the region is 77.

CIP Code	Top Programs	Completions (2022)
24.0101	Liberal Arts and Sciences/Liberal Studies	2,292 <div></div>
29.0201	Intelligence, General	913 <div></div>
24.0102	General Studies	410 <div></div>
52.0201	Business Administration and Management, General	401 <div></div>
30.0000	Multi-/Interdisciplinary Studies, General	251 <div></div>
52.1401	Marketing/Marketing Management, General	244 <div></div>
11.0701	Computer Science	240 <div></div>
52.1201	Management Information Systems, General	222 <div></div>
52.0101	Business/Commerce, General	169 <div></div>
11.0101	Computer and Information Sciences, General	109 <div></div>

Top Schools	Completions (2022)	
Pima Community College	2,503	<div></div>
University of Arizona	2,242	<div></div>
Cochise County Community College District	1,439	<div></div>
Eastern Arizona College	309	<div></div>
Tohono O'odham Community College	24	<div></div>
Brookline College-Tucson	4	<div></div>



## Appendix A (Occupations)

Code	Description
11-3021	Computer and Information Systems Managers
15-1221	Computer and Information Research Scientists
15-1212	Information Security Analysts
15-1251	Computer Programmers
15-1252	Software Developers
15-1253	Software Quality Assurance Analysts and Testers

Code	Description
15-1254	Web Developers
15-1255	Web and Digital Interface Designers
15-1241	Computer Network Architects
15-1232	Computer User Support Specialists
15-1231	Computer Network Support Specialists
15-1299	Computer Occupations, All Other