



# 2025

# St. Louis MSA Tech Job Market **REPORT**

**AN ANNUAL REVIEW  
OF TECH OPPORTUNITY  
IN THE ST. LOUIS METRO**

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# DATA FOCUS & SOURCES

## for TechSTL MSA Job Market Reports

### The TechSTL 56 Occupations

As noted in the 2024 Tech Jobs Report, core tech occupations aren't static and shift over time as tech, tools, and industry demand continue to change. In 2022, TechSTL released the [IT Labor Market Report](#), which established our baseline benchmarks for the St. Louis MSA IT and data economy from 2018–2022 and defined 55 core tech occupations (listed on pages 8–9). These same occupations were consistently referenced in the 2022–2024 Tech Jobs Reports to maintain year-over-year comparability. In 2025, the number of core tech occupations increased to 56 with the addition of Video Game Designers, reflecting the growing role of interactive media, digital content creation, and creative technology within the broader tech ecosystem, alongside continued expansion in areas such as artificial intelligence and cybersecurity.

### Labor Market vs. Job Postings

It is important to explain the key difference between the two data sets referenced in this report. Tech Employment or the Labor Market represents the number of tech occupations currently in existence with the St. Louis MSA. The Job Postings or Active Job Ads references the open positions available within the MSA. Employment data is a lagging indicator of the job market while the job ads data can indicate if demand for expansion is growing or contracting.

### St. Louis MSA

This data report is looking only at the labor market and job postings available within the 15-county bstate region of the St. Louis Metropolitan Statistical Area.

### Data Sources

We sourced this data from [JobsEQ](#), [Chumura Economics](#), [U.S. Bureau of Labor Statistics](#), [U.S. Department of Labor O\\*Net Online](#), [CompTIA Tech Jobs Report](#), [Coursera 2025 Global Skills Report](#)

# FINDINGS

## KEY FINDINGS

on the state of tech jobs in St. Louis

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1. **TechSTL occupation job postings** increased by .5% from 2024 to 2025, with 35,455 total active jobs over the 12 months from 56 core tech occupations (up from 55 in 2024)
2. **All 19 industries continue to see a volume of job ads for TechSTL Occupations** in the STL Metro and are strongly correlated with the region's highest median wages
3. The **Computer and Information System Managers** occupation increased by 10.9% to secure the top ranking in the St. Louis Metro with 4,830 postings in 2025
4. **STL tech job postings and IT employment** declined more sharply than national trends, indicating a weaker local market and structural changes in occupational demand, likely due to the impact of AI



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OUR WEBSITE ↗

TECHSTL

# SUMMARY OF FINDINGS

## tech trends in the St. Louis Metro & USA

From 2019–2025, both national & St. Louis Metro labor market data point to a tech workforce undergoing structural transformation rather than simple contraction. While headline indicators show cooling job postings compared to post-pandemic highs, the underlying trends reveal sustained demand for advanced technical skills, rising wage premiums for specialized roles, and a broad diffusion of technology across nearly every industry. The divergence between national resilience and regional softness in St. Louis highlights the shifting tech demand and the importance of understanding that it is not disappearing.

### A National Tech Labor Market that is Maturing, Not Retreating

At the national level, computer and information technology occupations remain among the strongest segments of the U.S. labor market. In 2025, the median annual wage for tech occupations was approximately \$105,990, substantially higher than the median wage across all U.S. jobs, reinforcing tech's role as a primary driver of income growth and economic mobility ([U.S. Bureau of Labor Statistics](#)). Long-term projections indicate that tech employment will continue to grow faster than the overall labor market, with particularly strong momentum in AI, data science, cloud computing, and cybersecurity. Demand for information security analysts alone is projected to grow by more than 29% through 2034, far exceeding average occupational growth rates ([U.S. Bureau of Labor Statistics](#)). Industry analysts similarly project double-digit growth for AI and data-driven roles as organizations expand automation, analytics, and digital infrastructure investments ([World Economic Forum](#)).

As importantly, national research shows that tech skills have become a baseline requirement across industries, not just within traditional technology firms. Cloud platforms, AI-assisted workflows, cybersecurity awareness & data literacy now

# SUMMARY OF FINDINGS

## tech trends in the St. Louis Metro & USA

underpin operations in healthcare, finance, manufacturing, logistic, and professional services. This cross-industry demand is contributing to persistent skills shortages in security and data analytics, even as overall hiring volumes fluctuate ([ISC2](#)).

### Hiring Becoming More Selective, but More Strategic

Despite softer job posting volumes compared to the 2021-2022 surge, national surveys show that many employers continue to prioritize tech hiring aligned with digital transformation and AI adoption. In mid-2025, nearly one-in-four companies reported plans to increase hiring for digital or AI-related roles, while many others aimed to maintain current tech staffing levels rather than cut back ([Experis](#)).

Additionally, hiring strategies have become more selective. Employers increasingly favor experienced specialists and hybrid professionals who combine technical expertise with business impact, rather than broad expansion of junior or generalist roles. This shift reflects a move toward leaner, high-productivity teams designed to maximize ROI on technology investments ([Motion Recruitment](#)).

### Wage Premiums Persist, with Nuanced Shifts by Role

Across the U.S., tech wages remain elevated relative to the broader labor market. Roles tied to cloud architecture, cybersecurity engineering, AI implementation, and data platforms continue to command strong compensation premiums. While wage growth has moderated in some traditional development roles, positions that blend technical depth with strategic or AI-enabled impact continue to see robust earnings potential ([Payscale](#)).

At the same time, national analyses emphasize that the definition of a "tech job" is

# SUMMARY OF FINDINGS

## tech trends in the St. Louis Metro & USA

expanding. Many non-IT roles now require meaningful digital competencies, contributing to rising wages in occupations outside traditional tech classifications ([LinkedIn](#)).

### St. Louis Metro: Sharper Downturn Amid Structural Realignment

Against this national backdrop, the St. Louis Metro exhibits a more pronounced contraction in tech job postings and employment across the 2019–2025 period. The decline in TechSTL occupation job ads continued in 2024–25 and outpaced national reductions, signaling comparatively weaker short-term labor market conditions locally.

While U.S. tech postings softened modestly, the sharper pullback in the St. Louis MSA suggests regional exposure to cost pressures, organizational consolidation, and shifts in how employers source technical talent. The data also shows a changing mix of tech occupations represented in both employment and job postings, indicating that demand is reallocating toward different skill sets rather than uniformly declining.

Although the dataset does not directly confirm causal factors such as outsourcing or remote-first hiring redistribution, these dynamics remain plausible contextual contributors—particularly as national employers increasingly decouple tech roles from geographic proximity.

### Expanding the Scope of Analysis to Reflect Real Job Demand

To better capture these dynamics, the 2025 St. Louis Metro Tech Jobs Report significantly expanded its analytical scope. The research examined job posting data from both the St. Louis MSA & the United States across 2019–2025, providing

# SUMMARY OF FINDINGS

## tech trends in the St. Louis Metro & USA

direct regional-to-national comparisons. In 2025 alone, the dataset included:

- 326,002 total job postings
- 26,599 employers across all 19 industries
- 5,628 tech industry employers posting within the region's 56 core tech occupations
- 1,827 distinct tech hard skills in demand across all occupations

This expanded approach is required to reflect the reality that tech demand is no longer confined to a narrow set of IT roles, but is a skillset imbedded in most occupations.

### Tech Skills Extend Beyond Core Tech Occupations

Mirroring national patterns, St. Louis Metro data shows that tech skills are now embedded across all 19 major industries, including healthcare, manufacturing, finance, logistics, education, government, and professional services. Many roles not traditionally classified as "tech" now require digital fluency, data interaction, and technology-enabled workflows.

In response, the 2025 report broadened its lens beyond the 56 core TechSTL occupations to track tech skill demand across the entire labor market. With confirmation that hard tech skills are increasingly integral across all industries, TechSTL will continue working with vertical industry partners to further expand analysis beyond IT and Computer & Math occupations in future reporting cycles.

### Baseline vs. Advanced Tech Skills Shape Opportunity

The St. Louis data reveals a clear distinction between baseline digital skills and advanced technical capabilities. Foundational competencies, such as Microsoft

# SUMMARY OF FINDINGS

## tech trends in the St. Louis Metro & USA

Office, Excel, CRM platforms, project management tools, collaboration software & emerging AI-assisted tools, now appear across nearly all occupations. These skills increasingly function as minimum qualifications, shaping access to employment, job stability & lateral mobility.

At the same time, demand remains strong for advanced skills including SQL, Python, cloud platforms, cybersecurity, Agile methodologies, data analytics, and AI-related competencies. These higher-order skills are consistently associated with higher wages, faster hiring cycles, and cross-industry portability, reinforcing their importance to both individual career advancement and regional economic competitiveness.

### Primary Takeaways from the 2025 Tech Jobs Report

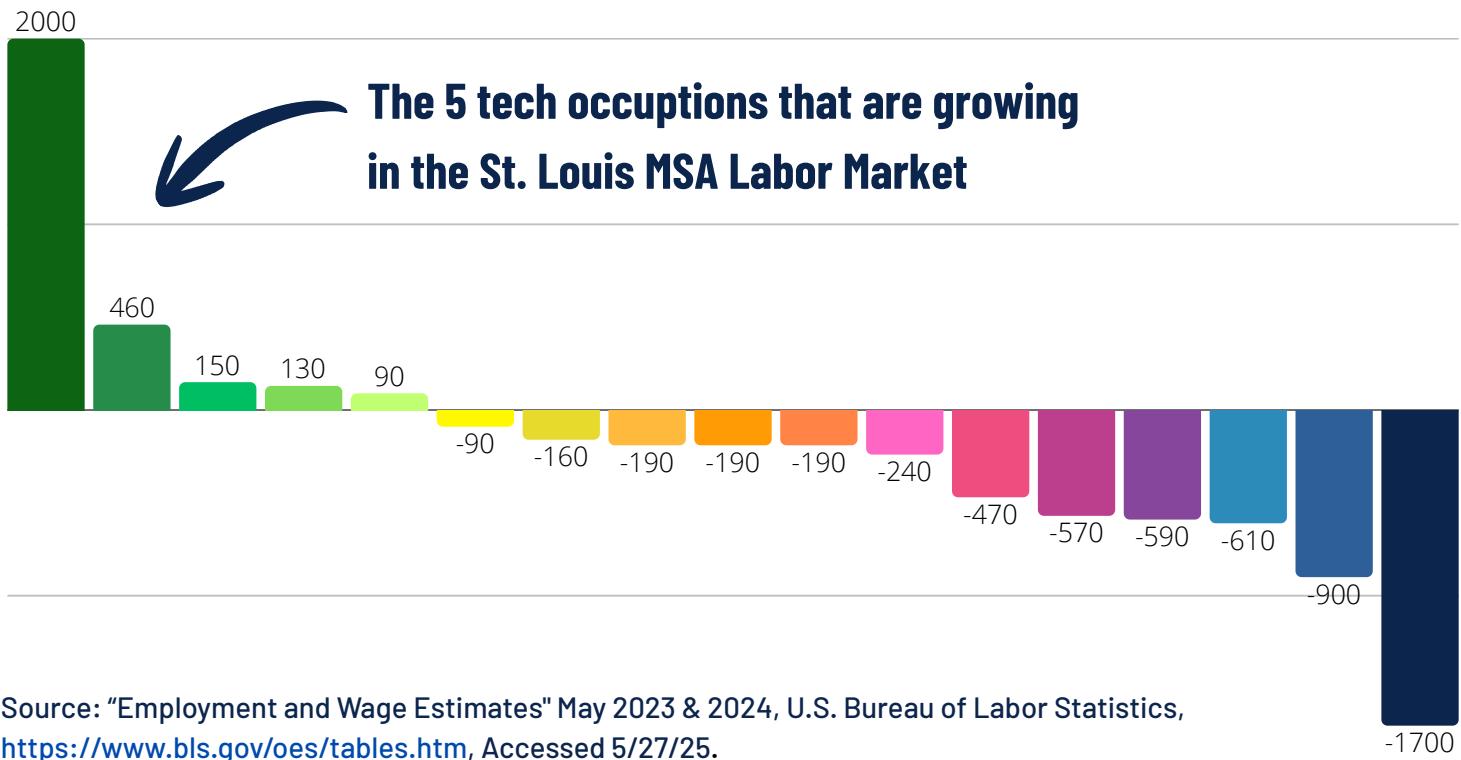
Taken together, this research affirms that continued, coordinated investment in the St. Louis tech ecosystem is not optional; it is essential to the region's long-term economic competitiveness. As technology becomes embedded across all industries and occupations, the data underscores the critical role of locally rooted leaders, businesses, and talent in shaping a future-ready workforce for the St. Louis Metro. Even amid shifting hiring dynamics and short-term volatility, St. Louis-based companies and practitioners remain the region's most valuable economic asset, driving innovation, skill adoption, and productivity across sectors.

TechSTL members and partners are actively investing in the advancement of technical skills, applied innovation, and inclusive access to tech opportunity, positioning the region to respond to national labor market shifts while strengthening local pathways to high-quality employment. This research reinforces that sustained ecosystem leadership; grounded in data, collaboration, and local capacity, will be central to ensuring that the benefits of technological change translate into shared economic growth for the MSA and all residents.

# LABOR MARKET TRENDS

## STL MSA - Tech Employment Job # Change (2023-2024)

Note: The BLS Occupational Employment and Wage Statistics (OEWS) survey is not designed to compare employment over time. Data for each year is based on semi-annual survey data from the past three years, adjusted to reflect the current year. These adjustments and occupational classification issues can skew changes from year to year.



Source: "Employment and Wage Estimates" May 2023 & 2024, U.S. Bureau of Labor Statistics, <https://www.bls.gov/oes/tables.htm>, Accessed 5/27/25.

### Tech Occupations

- Computer Occupations, All Other (1st)
- Computer and Information Systems Managers (2nd)
- Computer Programmers (3rd)
- Web and Digital Interface Designers (4th)
- Database Architects (5th)
- Computer User Support Specialists
- Computer and Information Research Scientists
- Computer Hardware Engineers

- Web Developers
- Database Administrators
- Software Quality Assurance Analysts & Testers
- Information Security Analysts
- Computer Network Support Specialists
- Computer Network Architects
- Network and Computer Systems Administrators
- Computer Systems Analysts
- Software Developers

# Labor Market - STL MSA & U.S. Tech Employment, % of Change (23-24)

Source: "Employment and Wage Estimates" May 2023 & 2024, [U.S. Bureau of Labor Statistics](#), Accessed 5/27/25.

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Tech Occupation	STL MSA 2023	STL MSA 2024	% CHANGE	USA 2023	USA 2024	% CHANGE
Computer & Info Research Scientists	330	170	-48%	35,210	38,480	8%
Computer Hardware Engineers	510	320	-37%	82,660	75,710	-9%
Computer Network Architects	1,900	1,310	-31%	174,100	177,010	2%
Information Security Analysts	1,750	1,280	-27%	175,350	179,430	2%
Web Developers	750	560	-25%	85,350	78,860	-8%
Computer Network Support Specialists	2,640	2,070	-22%	158,720	146,450	-8%
Database Administrators	900	710	-21%	76,140	73,180	-4%
Network & Computer Systems Admin	3,060	2,450	-20%	323,020	318,570	-1%
Computer Systems Analysts	4,860	3,960	-19%	498,810	497,800	0%
Software Quality Assurance Analysts & Testers	1,500	1,260	-16%	203,040	199,800	-2%
Software Developers	11,060	9,360	-15%	1,656,880	1,654,440	0%
Computer User Support Specialists	6,130	6,040	-1%	689,700	697,210	1%
Computer and Info Systems Managers	4,220	4,680	11%	592,600	645,970	8%
Database Architects	820	910	11%	59,920	64,770	7%
Computer Programmers	650	800	23%	120,370	109,870	-10%
Web & Digital Interface Designers	510	640	25%	111,060	111,400	0%
Computer Occupations, All Other	4,040	6,040	50%	437,170	439,380	1%
<b>Total Computer &amp; Math Occupations</b>	<b>45,630</b>	<b>42,560</b>	<b>-7%</b>	<b>5,480,100</b>	<b>5,508,330</b>	<b>.5%</b>

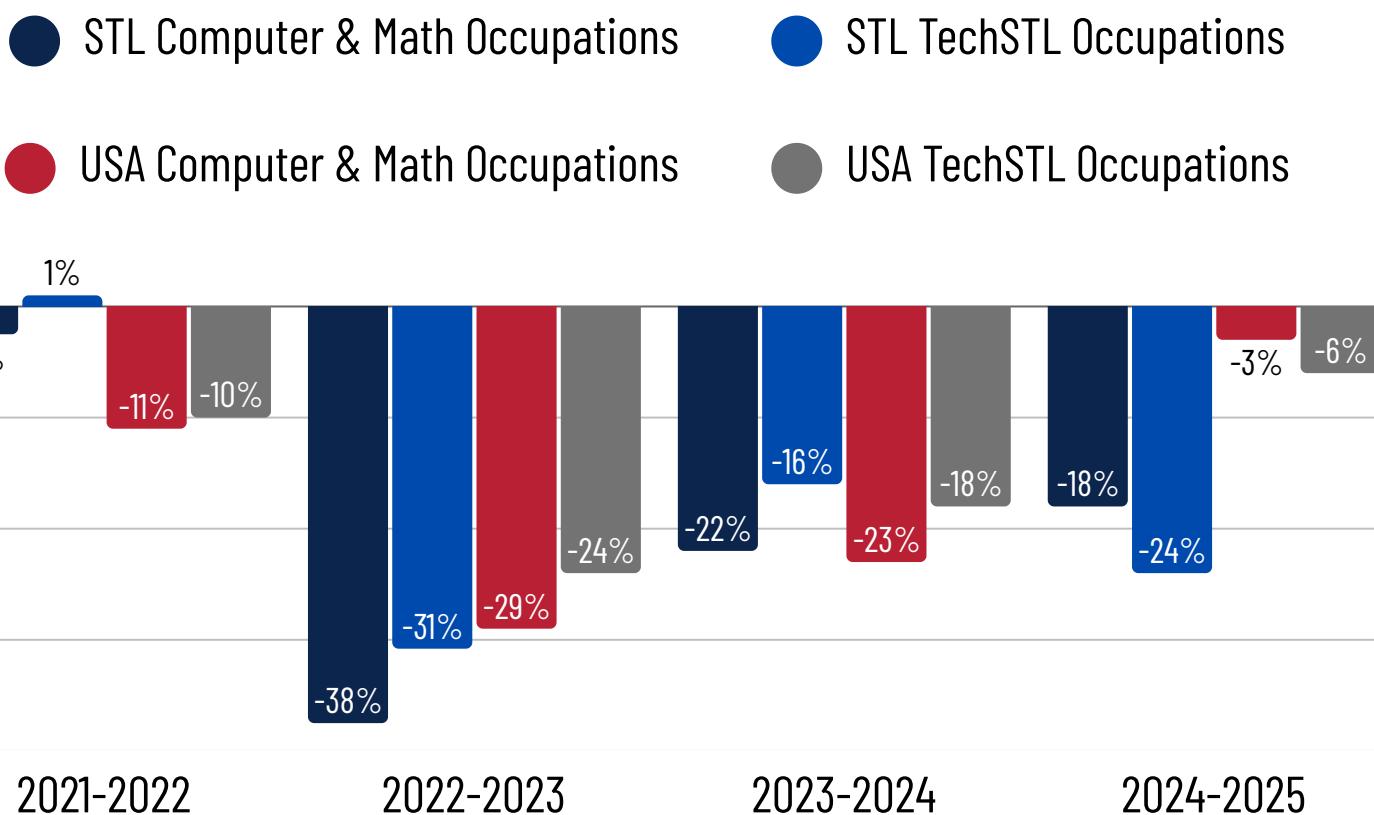
# ACTIVE TECH JOB POSTINGS

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## a summary of St. Louis MSA vs. U.S. jobs

### Active Tech Job Postings at Year End, % of Change

Note: Although the total volume of total job ads in 2025 was flat from 2024, the number of active jobs ads in the last week of 2025 was down by roughly a quarter from year end 2024. This may portend further weakness in 2026 if trends continue. Source: "Real Time Intelligence" [JobsEQ, Chumura Economics](#), Accessed 1/5/26.



### Active Tech Job Postings at Year End, 2021-2025

Area	Occupations	2021	2022	2023	2024	2025
STL MSA	Computer & Math	5,895	5,745	3,590	2,786	2,277
STL MSA	TechSTL	10,188	10,278	7,109	5,988	4,540
USA	Computer & Math	557,843	496,528	352,718	270,348	262,959
USA	TechSTL	1,033,179	929,457	708,077	579,262	546,602

# ACTIVE TECH JOB POSTINGS

A dashboard of total job postings in 2025

↑ **.5%**  
2024 vs. 2025

↑ **1.8%**  
2024 vs. 2025

↓ **5.7%**  
2024 vs. 2025

↓ **3%**  
2024 vs. 2025

↑ **13.8%**  
2024 vs. 2025

↑ **2.5%**  
2024 vs. 2025

**35,455** TOTAL JOB POSTINGS

**56** TECH OCCUPATIONS

**5,628** REGIONAL EMPLOYERS

**21,871** UNIQUE JOB TITLES

**444** REQUESTED CERTIFICATIONS

**1,827** REQUESTED HARD SKILLS

# ACTIVE TECH JOB POSTINGS

total postings in MSA by tech occupation in 2025

RANK	TECH OCCUPATION	JOB POSTINGS 25	24v25
1	Computer and Information Systems Managers	4,830	+10.9%
2	Business Operations Specialists, All Other	4,387	-.8%
3	Software Developers	3,900	-4.3%
4	Management Analysts	3,363	+1.8%
5	Computer User Support Specialists	3,195	-.2%
6	Network and Computer Systems Administrators	2,435	+.1%
7	Marketing Managers	2,190	+5%
8	Information Technology Project Managers	1,595	+56.7%
9	Financial and Investment Analysts	1,161	+1.1%
10	Information Security Analysts	1,094	+11.5%
11	Operations Research Analysts	976	+58.2%
12	Computer Systems Analysts	702	+7.2%
13	Market Research Analysts and Marketing Specialists	666	-12.5%
14	Statisticians	597	+1825.8%
15	Software Quality Assurance Analysts and Testers	496	-17.3%
16	Logistics Analysts	477	+16.1%
17	Computer and Information Research Scientists	414	+12.5%
18	Business Intelligence Analysts	352	+34.9%
19	Search Marketing Strategists	312	+14.7%
20	Clinical Data Managers	292	+9633.3%
21	Computer, Automated Teller & Office Machine Repairers	268	+972%
22	Database Administrators	230	-20.4%
23	Logisticians	201	+25.6%
24	Web Developers	178	-48.4%
25	Document Management Specialists	164	+397%
26	Financial Risk Specialists	134	+25.2%
27	Database Architects	132	+1.5%

JobsEQ Labor Market Research 2025

Need more data? Contact [Emily@TechSTL.com](mailto:Emily@TechSTL.com)

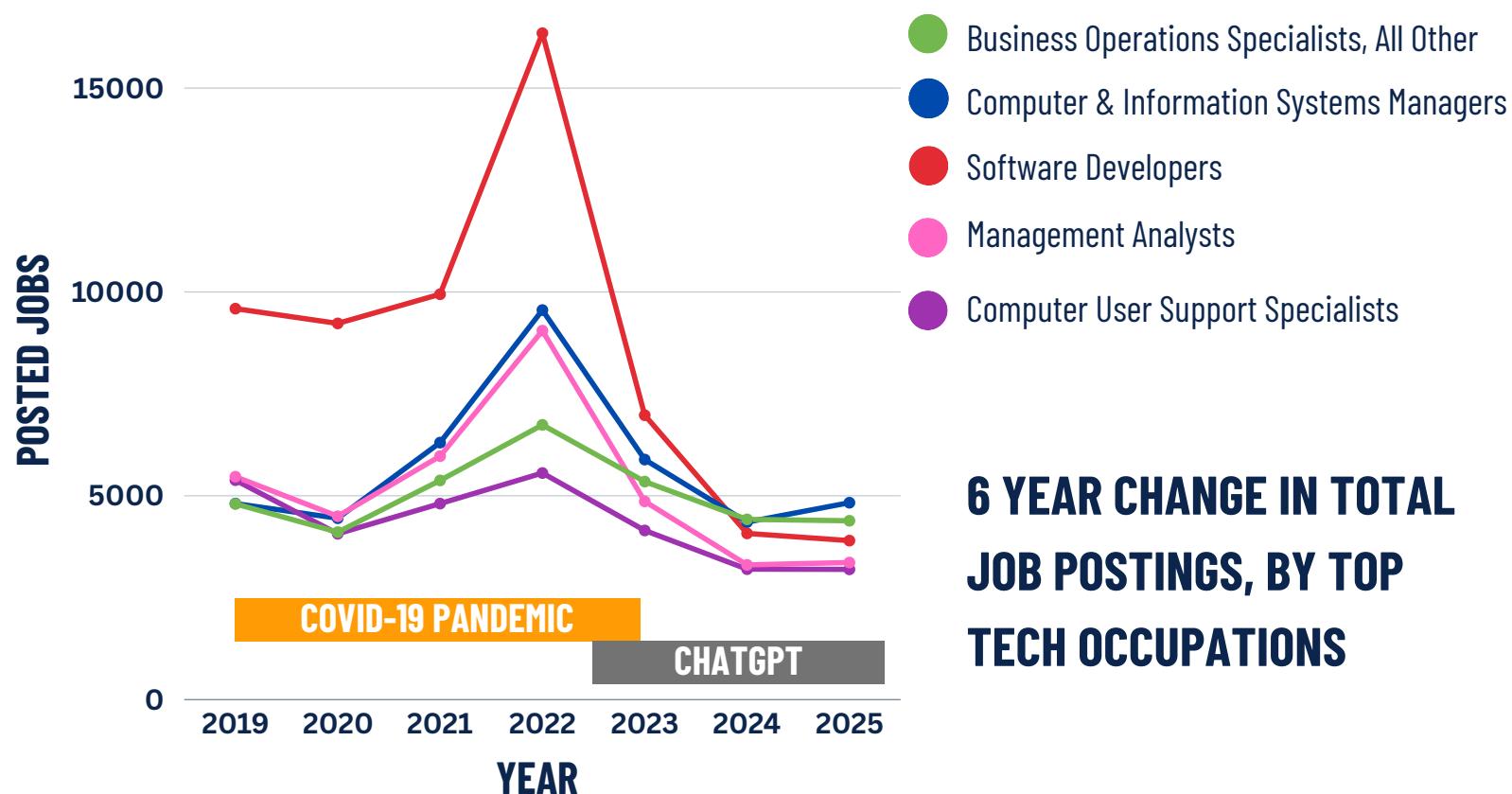
# ACTIVE TECH JOB POSTINGS

total postings in MSA by tech occupation in 2025

RANK	TECH OCCUPATION	JOB POSTINGS	24v25
28	Fraud Examiners, Investigators and Analysts	113	+27%
29	Web and Digital Interface Designers	87	+3.6%
30	Special Effects Artists and Animators	63	+12.5%
31	Graphic Designers	51	-85.1%
32	Online Merchants	41	+2.5%
33	Penetration Testers	38	+1166.7%
34	Health Informatics Specialists	29	-27.5%
35	Data Warehousing Specialists	26	-39.5%
36	Computer Network Architects	25	-41.9%
37	Financial Quantitative Analysts	24	+71.4%
38	Digital Forensics Analysts	23	+109.1%
39	Business Continuity Planners	23	-20.7%
40	Computer Programmers	22	-43.6%
41	Computer Hardware Engineers	19	-48.6%
42	Biostatisticians	18	+260%
43	Sustainability Specialists	17	-43.3%
44	Information Security Engineers	16	-36%
45	Telecommunications Engineering Specialists	14	+7.7%
46	Logistics Engineers	12	+20%
47	Computer Network Support Specialists	10	-44.4%
48	Security Management Specialists	9	-25%
49	Financial Specialists, All Other	6	-14.3%
50	Geographic Information Systems Technologists & Technicians	6	-96.5%
51	Computer Systems Engineers/Architects	3	-99.8%
52	Project Management Specialists	2	+100%
53	Data Scientists	2	-99.4%
54	Video Game Designers	1	+100%
55	Blockchain Engineers	1	-75%
56	Web Administrators	1	-91.7%

# GROWTH BY OCCUPATION

rates of change for top STL tech occupations



6 YEAR CHANGE IN TOTAL  
JOB POSTINGS, BY TOP  
TECH OCCUPATIONS

## 2024-2025 GROWTH RATES

**+10.9%**

Computer and Information  
Systems Managers

**-.8%**

Business Operations  
Specialists, All Other

**-4.3%**

Software  
Developers

**+1.8%**

Management  
Analysts

**-.2%**

Computer User Support  
Specialists

# GROWTH BY OCCUPATION

rates of change for top STL tech occupations

## OCCUPATIONS - TOP JOB GROWTH

		% CHANGE	+ JOBS
1.	Information Technology Project Managers	+56.7%	+577
2.	Statisticians	+1825.8%	+566
3.	Computer and Information Systems Managers	+10.9%	+475
4.	Operations Research Analysts	+58.2%	+359
5.	Clinical Data Managers	+9633.3%	+289
6.	Computer, Automated Teller & Office Machine Repairers	+972.0%	+243
7.	Document Management Specialists	+397.0%	+131
8.	Information Security Analysts	+11.5%	+113
9.	Marketing Managers	+5.0%	+105
10.	Business Intelligence Analysts	+35.9%	+93

## OCCUPATIONS - TOP JOB LOSS

		% CHANGE	- JOBS
1.	Computer Systems Engineers/Architects	-99.8%	-1,668
2.	Data Scientists	-99.4%	-340
3.	Graphic Designers	-85.1%	-291
4.	Software Developers	-4.3%	-177
5.	Web Developers	-48.4%	-167
6.	Geographic Information Systems Technologists & Technicians	-96.5%	-164
7.	Software Quality Assurance Analysts and Testers	-17.3%	-104
8.	Market Research Analysts and Marketing Specialists	-12.5%	-95
9.	Database Administrators	-20.4%	-59
10.	Business Operations Specialists, All Other	-0.8%	-34

# GROWTH

# GROWTH BY OCCUPATION

median wages of STL tech occupations in 2025

## Computer and Information Systems Managers

**\$107K**

Median STL Salary

Median US Salary

\$121,800

↓ 12% LOWER

## Business Operations Specialists, All Other

**\$56K**

Median STL Salary

Median US Salary

\$62,400

↓ 10% LOWER

## Software Developers

**\$109K**

Median STL Salary

Median US Salary

\$122,200

↓ 11% LOWER

## Management Analysts

**\$83K**

Median STL Salary

Median US Salary

\$86,400

↓ 4% LOWER

## Computer User Support Specialists

**\$50K**

Median STL Salary

Median US Salary

\$51,600

↓ 3% LOWER

# INDUSTRIES

## GROWTH BY INDUSTRY

ALL occupation job ads in STL Metro in 2025

RANK	HIGH-GROWTH INDUSTRIES	MEDIAN WAGE	ALL JOB ADS
1	Health Care & Social Assistance	\$50,000	25,250
2	Administrative & Support, Waste Management & Remediation Services	\$42,600	24,763
3	Retail Trade	\$36,000	20,011
4	Professional, Scientific & Technical Services	\$60,800	11,561
5	Accommodation & Food Services	\$34,400	10,102
6	Finance & Insurance	\$69,500	7,301
7	Educational Services	\$50,600	6,407
8	Wholesale Trade	\$51,600	6,128
9	Manufacturing	\$54,100	5,073
10	Information	\$43,600	3,353
11	Public Administration	\$53,100	2,556
12	Other Services (except Public Administration)	\$35,500	2,335
13	Transportation & Warehousing	\$47,700	2,254
14	Real Estate & Rental & Leasing	\$47,000	2,209
15	Arts, Entertainment & Recreation	\$33,400	1,556
16	Utilities	\$70,400	556
17	Management of Companies & Enterprises	\$36,000	546
18	Construction	\$53,000	347
19	Agriculture, Forestry, Fishing & Hunting	\$45,100	29

**"All Job Ads" include all job postings, including tech occupations, available in the STL Metro.**

Note: not all job ads are classified by industry. JobsEQ Labor Market Research | 1/1/2025 -12/31/2025

# INDUSTRIES

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## GROWTH BY INDUSTRY

TECH occupation job ads in STL Metro in 2025

RANK	HIGH-GROWTH INDUSTRIES	MEDIAN WAGE	TECH JOB ADS
1	Professional, Scientific & Technical Services	\$99,100	4,411
2	Finance & Insurance	\$95,000	2,754
3	Administrative & Support, Waste Management & Remediation Services	\$80,800	2,150
4	Wholesale Trade	\$101,800	1,928
5	Information	\$89,500	1,061
6	Manufacturing	\$89,000	644
7	Health Care & Social Assistance	\$64,400	632
8	Educational Services	\$62,300	476
9	Real Estate & Rental & Leasing	\$73,000	253
10	Retail Trade	\$46,200	245
11	Public Administration	\$69,500	194
12	Management of Companies & Enterprises	\$41,600	189
13	Utilities	\$59,400	123
14	Accommodation & Food Services	\$40,600	78
15	Transportation & Warehousing	\$62,700	60
16	Other Services (except Public Administration)	\$59,900	27
17	Construction	\$39,900	25
18	Arts, Entertainment & Recreation	\$41,500	23
19	Agriculture, Forestry, Fishing & Hunting	n/a	3

**“Tech Jobs Ads” include postings tied to the 56 core occupations available in the STL Metro**

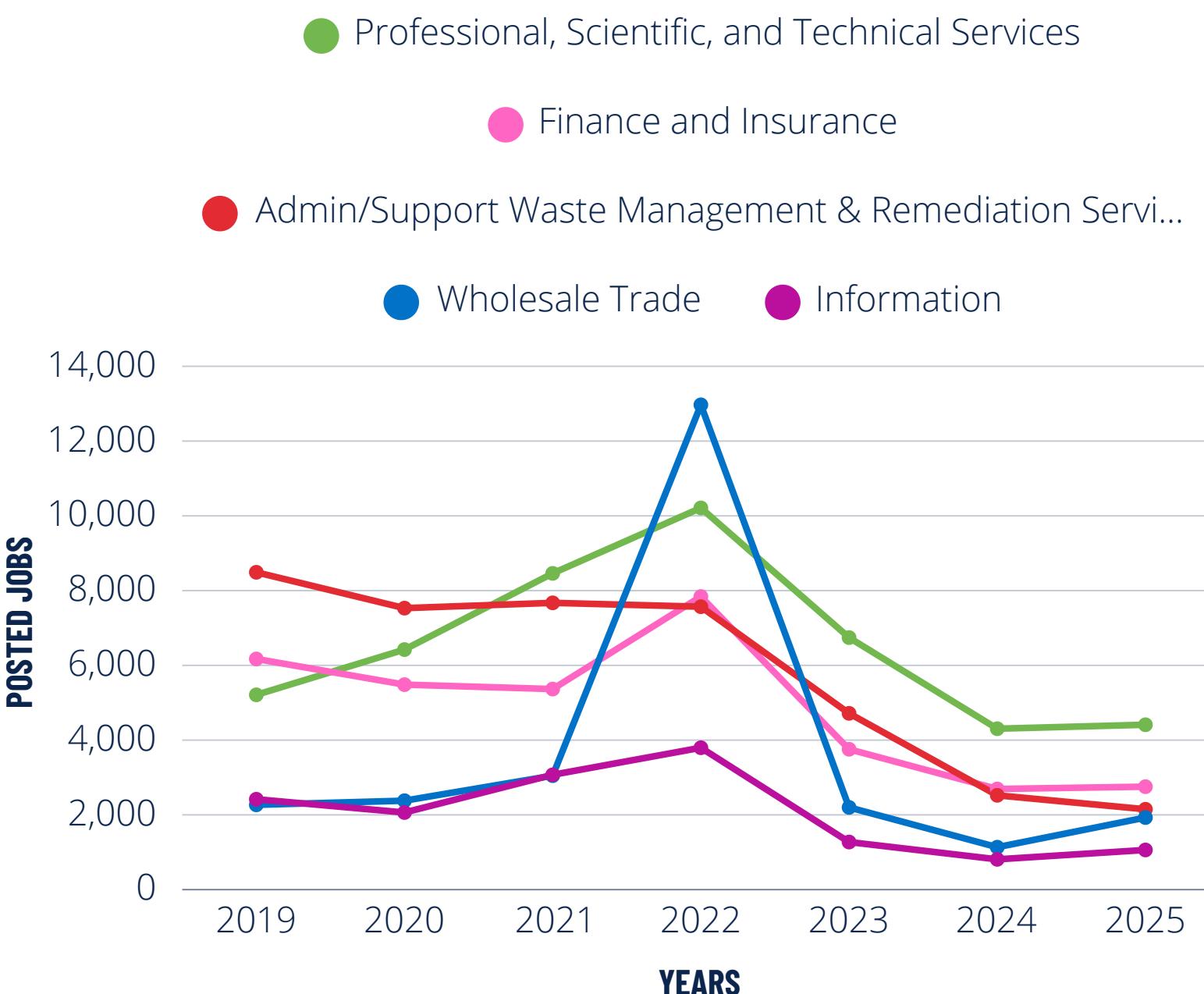
Note: not all job ads are classified by industry. JobsEQ Labor Market Research | 1/1/2025 -12/31/2025

# INDUSTRIES

## GROWTH BY INDUSTRY

tech jobs added in STL Metro, by top industries

### STL METRO TECH JOB POSTINGS OVER THE PAST 6 YEARS BY THE TOP 5 HIGH-GROWTH INDUSTRIES



**"Posted Jobs" include postings tied to the 56 core tech occupations available in the STL Metro**  
JobsEQ Labor Market Research | 1/1/2019-12/31/2025

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# TOP MSA EMPLOYERS

posting tech occupations in 2025

**1657****881****Deloitte.****796****792**

4

**484****Spectrum**

5

**386****Edward Jones**

6

**367****World Wide Technology**

7

**361****accenture**

8

**290****usbank**

9

**274****WELLS FARGO**

10

**273****Washington University in St.Louis**

11

# TOP MSA EMPLOYERS

posting tech occupations in 2025

23

256



12

248



NEW

13

208



14

205



15

204

NEW



16

185



17

182



18

176



19

175



20

171



21

166



22

165



23

# TECH SKILL DEMAND

top requested hard skills in TECH industries

RANK	HARD SKILL	MEDIAN WAGE	JOB ADS
1	Microsoft Excel	\$64,900	6,049
2	Microsoft Office	\$58,200	5,047
3	Structured Query Language (SQL)	\$93,600	4,805
4	Agile	\$107,900	4,447
5	Python	\$104,300	4,048
6	Computer Programming/Coding	\$95,600	3,460
7	Amazon Web Services (AWS)	\$111,900	3,259
8	Microsoft Azure	\$104,200	3,177
9	Microsoft PowerPoint	\$70,000	2,821
10	Java	\$104,200	2,634
11	Information Security	\$100,200	1,937
12	Data Analysis	\$77,600	1,918
13	Oracle	\$104,800	1,881
14	Atlassian JIRA	\$100,100	1,876
15	Presentation	\$98,700	1,854
16	Linux	\$101,200	1,845
17	Change Management	\$105,900	1,834
18	JavaScript	\$99,700	1,725
19	Finance	\$89,900	1,716
20	Microsoft Outlook	\$56,400	1,703
21	Customer Relationship Management (CRM)	\$67,500	1,700
22	Marketing	\$65,400	1,675
23	Scrum	\$112,900	1,650
24	Tableau	\$89,300	1,570
25	SAP	\$85,900	1,515
26	Computer Networking	\$72,600	1,466
27	Git	\$104,200	1,464

JobsEQ Labor Market Research 2025

Need more data? Contact [Emily@TechSTL.com](mailto:Emily@TechSTL.com)

# TECH SKILL DEMAND

top requested hard skills in TECH industries

RANK	HARD SKILL	MEDIAN WAGE	JOB ADS
28	Mathematics	\$89,500	1,428
29	Microsoft Power BI	\$83,200	1,427
30	Microsoft Word	\$62,300	1,393
31	Salesforce	\$72,100	1,377
32	Software Development	\$104,200	1,251
33	Kubernetes	\$114,600	1,202
34	IT Support	\$54,100	1,180
35	Google	\$83,300	1,108
36	Docker	\$108,900	1,094
37	Jenkins	\$112,400	1,039
38	Statistics	\$85,400	1,014
39	Extract, Transform, Load (ETL)	\$104,200	1,013
40	Machine Learning	\$105,700	982
41	ServiceNow	\$93,600	918
42	Microsoft Active Directory	\$63,100	910
43	Microsoft SharePoint	\$83,300	867
44	Microsoft PowerShell	\$94,000	861
45	Manufacturing	\$78,200	860
46	Data Science	\$115,500	852
47	Personal Computers (PC)	\$52,600	850
48	Telecommunications	\$83,300	820
49	Information Technology Infrastructure Library (ITIL)	\$85,400	812
50	Systems Development Life Cycle (SDLC)	\$104,200	812
51	Cyber Security	\$103,200	800
52	Configuration Management	\$95,000	768
53	Digital Marketing	\$61,100	757
54	GitLab	\$112,100	723

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# TECH SKILL DEMAND

top requested tech hard skills in ALL industries

RANK	HARD SKILL	MEDIAN WAGE	JOB ADS
1	Microsoft Office	\$50,000	31,794
2	Microsoft Excel	\$51,100	29,984
5	Microsoft Outlook	\$48,000	13,175
6	Microsoft PowerPoint	\$58,200	11,126
7	Microsoft Word	\$49,300	9,702
12	Customer Relationship Management (CRM)	\$63,900	7,415
19	Structured Query Language (SQL)	\$93,600	5,345
21	Agile	\$104,300	5,081
23	SAP	\$56,200	4,753
24	Python	\$102,800	4,583
26	Computer Programming/Coding	\$87,900	4,313
29	Epic Systems	\$55,900	4,114
30	Data Analysis	\$68,500	4,054
32	Salesforce	\$66,900	4,024
41	Amazon Web Services (AWS)	\$112,400	3,313
42	Microsoft Azure	\$104,200	3,255
45	Information Security	\$94,100	3,064
47	Oracle	\$82,300	2,791
48	Electronic Health Record (EHR)	\$46,500	2,748
50	Java	\$104,300	2,676
51	Autodesk AutoCAD	\$73,100	2,559
55	Google	\$46,700	2,528
61	Point of Sale Systems (POS Systems)	\$35,500	2,222
64	Atlassian JIRA	\$100,200	2,069
68	Tableau	\$87,400	1,986
69	Linux	\$97,700	1,941
71	Microsoft Power BI	\$82,700	1,900

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# TECH SKILL DEMAND

top requested tech hard skills in ALL industries

RANK	HARD SKILL	MEDIAN WAGE	JOB ADS
73	Computer Aided Design Software (CAD Software)	\$67,800	1,836
74	Microsoft SharePoint	\$66,900	1,832
76	JavaScript	\$97,700	1,760
80	Data Entry	\$40,100	1,706
81	IT Support	\$52,100	1,692
82	Scrum	\$112,900	1,680
86	Computer Networking	\$73,100	1,617
90	Microsoft Project	\$80,300	1,543
92	Git	\$104,200	1,495
99	Software Development	\$104,200	1,333
101	Data Science	\$115,500	1,279
107	Kubernetes	\$114,600	1,204
108	Digital Marketing	\$58,200	1,192
109	Microsoft Access	\$54,100	1,178
111	Oracle HRIS	\$58,200	1,172
113	Autodesk Revit	\$77,200	1,140
114	Machine Learning	\$108,400	1,131
115	Accounting Software	\$53,900	1,122
116	Docker	\$108,900	1,114
121	Extract, Transform, Load (ETL)	\$104,200	1,053
122	Jenkins	\$111,900	1,033
123	ServiceNow	\$93,600	1,027
132	Routers	\$56,200	946
135	Microsoft Active Directory	\$63,100	914
140	Configuration Management	\$93,400	895
145	SaaS	\$104,200	844
146	Systems Development Life Cycle (SDLC)	\$105,200	838

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# TECH CERTIFICATE DEMAND

top requested certificates in TECH industries

RANK	CERTIFICATE	MEDIAN WAGE	JOB ADS
1	Secret Clearance	\$95,000	2,204
2	Project Management Professional (PMP)	\$107,300	678
3	Certified Information Systems Security Professional	\$113,400	659
4	Certified Public Accountant (CPA)	\$89,900	297
5	Certified Information Security Manager (CISM)	\$111,900	295
6	CompTIA Security+ CE (Continuing Education)	\$64,800	288
7	Cisco Certified Network Associate (CCNA)	\$63,500	264
8	Certified Information Systems Auditor (CISA)	\$111,600	203
9	Cisco Certified Network Professional (CCNP)	\$89,900	180
10	Systems Security Certified Practitioner (SSCP)	\$108,800	152
11	GIAC Security Essentials Certification (GSEC)	\$102,100	147
12	Certified ScrumMaster (CSM)	\$107,000	125
13	Chartered Financial Analyst (CFA)	\$81,200	118
14	CompTIA Advanced Security Practitioner (CASP)	\$107,500	90
15	GIAC Certified Incident Handler (GCIH)	\$104,400	88
16	Certified Network Defender (CND)	\$85,800	87
17	GIAC Global Industrial Cyber Security Professional	\$110,100	79
18	GIAC Security Leadership Certification (GSLC)	\$110,100	75
19	Certified Cloud Security Professional (CCSP)	\$95,200	70
20	AWS Certified Solutions Architect	\$124,400	61
21	Cisco Certified Internetwork Expert (CCIE)	\$103,200	61
22	CompTIA A+ Certification (A+ Certification)	\$41,900	55
23	Certification in Risk and Information Systems Control	\$111,600	54
24	Network+ Certification	\$45,300	53
25	Certified System Administrator (CSA)	\$76,300	52
26	Microsoft Certified Solutions Associate (MCSA)	\$59,600	50
27	Amazon Web Services Certification (AWS Certification)	\$108,800	48

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# TECH CERTIFICATE DEMAND

top requested certificates in TECH industries

RANK	CERTIFICATE	MEDIAN WAGE	JOB ADS
28	Certified Internal Auditor (CIA)	\$93,700	47
29	Series 63	\$92,700	45
30	Certified Associate in Project Management (CAPM)	\$83,700	44
31	Microsoft Certified Solutions Expert (MCSE)	\$62,200	41
32	Certified Government Financial Manager (CGFM)	\$62,700	39
33	Certified Defense Financial Manager (CDFM)	\$57,100	38
34	Vmware Certified Professional (VCP)	\$69,900	38
35	Program Management Professional (PgMP)	\$116,200	36
36	Series 66 - Uniform Combined State Law (Series 66)	\$128,500	36
37	GIAC Certified Intrusion Analyst (GCIA)	\$104,400	33
38	Licensed Professional Engineer	\$92,200	32
39	Certified Fraud Examiner (CFE)	\$77,100	31
40	Microsoft Certified Professional (MCP)	\$46,300	31
41	Offensive Security Certified Professional (OSCP)	\$99,800	31
42	Oracle Certified	\$99,800	31
43	Certified Financial Planner (CFP)	\$150,000	28
44	AWS Certified DevOps Engineer	\$72,700	27
45	Certified Business Analysis Professional (CBAP)	\$74,800	27
46	Juniper Networks Certified Internet Associate (JNCIA)	\$66,300	26
47	GIAC Certified Enterprise Defender (GCED)	\$89,600	25
48	Series 10	\$82,900	25
49	Chartered Property Casualty Underwriter (CPCU)	\$95,200	23
50	Certified Scrum Product Owner (CSPO)	\$122,400	22
51	Implementation Specialist Certification	\$122,900	22
52	PMI Agile Certified Practitioner (PMI-ACP)	\$99,800	22
53	Certified in Production and Inventory Management	\$94,200	21
54	Certified Systems Engineering Professional (CSEP)	\$68,900	20

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# TECH CERTIFICATE DEMAND

top requested TECH certificates in ALL industries

RANK	CERTIFICATE	MEDIAN WAGE	JOB ADS
4	Secret Clearance	\$77,600	4,226
8	Certified Public Accountant (CPA)	\$89,900	1,888
11	Project Management Professional (PMP)	\$104,200	1,045
14	Certified Information Systems Security Professional	\$116,500	693
16	Licensed Professional Engineer	\$95,500	480
22	CompTIA Security+ CE Certification	\$62,200	308
23	Certified Information Security Manager (CISM)	\$114,400	301
24	Cisco Certified Network Associate (CCNA)	\$66,300	283
25	Certified Information Systems Auditor (CISA)	\$109,800	281
26	Series 63	\$88,300	273
29	Chartered Financial Analyst (CFA)	\$103,700	236
30	Certified Financial Planner (CFP)	\$108,800	231
32	Certified Internal Auditor (CIA)	\$89,900	222
36	Cisco Certified Network Professional (CCNP)	\$98,000	195
39	Series 66 - Uniform Combined State Law (Series 66)	\$91,900	177
41	Systems Security Certified Practitioner (SSCP)	\$108,800	158
42	GIAC Security Essentials Certification (GSEC)	\$102,100	155
47	Certified ScrumMaster (CSM)	\$114,200	129
49	Chartered Property Casualty Underwriter (CPCU)	\$89,300	117
53	CompTIA Advanced Security Practitioner (CASP)	\$107,500	94
58	GIAC Certified Incident Handler (GCIH)	\$104,400	86
58	Certified Fraud Examiner (CFE)	\$81,700	86
60	Certified Network Defender (CND)*	\$85,500	84
62	GIAC Global Industrial Cyber Security Professional	\$110,100	81
65	GIAC Security Leadership Certification (GSLC)	\$98,600	76
65	Certified Cloud Security Professional (CCSP)	\$95,200	76
70	AWS Certified Solutions Architect	\$132,600	66

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# TECH CERTIFICATE DEMAND

top requested TECH certificates in ALL industries

RANK	CERTIFICATE	MEDIAN WAGE	JOB ADS
73	CompTIA A+ Certification (A+ Certification)	\$41,900	63
75	Cisco Certified Internetwork Expert (CCIE)	\$103,200	62
78	Certification in Risk and Information Systems Control	\$117,800	59
78	Network+ Certification	\$45,300	59
80	Certified Associate in Project Management (CAPM)	\$78,600	58
81	Certified System Administrator (CSA)	\$76,300	55
81	Certified Government Financial Manager (CGFM)	\$62,700	55
85	Certified Defense Financial Manager (CDFM)	\$57,100	53
89	Microsoft Certified Solutions Associate (MCSA)	\$59,600	51
92	Program Management Professional (PgMP)	\$106,500	46
93	Amazon Web Services Certification (AWS Certification)	\$108,800	45
97	Microsoft Certified Solutions Expert (MCSE)	\$66,300	40
99	Vmware Certified Professional (VCP)	\$85,200	39
103	Offensive Security Certified Professional (OSCP)	\$123,400	35
105	GIAC Certified Intrusion Analyst (GCIA)	\$104,400	33
106	Microsoft Certified Professional (MCP)	\$46,300	32
106	Oracle Certified	\$99,800	32
106	AWS Certified DevOps Engineer	\$72,700	32
106	Series 10	\$82,900	32
110	Certified in Production and Inventory Management (CPIM)	\$94,200	31
120	Certified Business Analysis Professional (CBAP)	\$74,800	26
123	Juniper Networks Certified Internet Associate (JNCIA)	\$62,200	25
123	GIAC Certified Enterprise Defender (GCED)	\$89,600	25
123	Implementation Specialist Certification	\$122,900	25
127	Certified Scrum Product Owner (CSPO)	\$122,400	24
127	PMI Agile Certified Practitioner (PMI-ACP)	\$99,800	24
129	Certified Financial Risk Manager (FRM)	\$90,100	22

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# HIGHER EDUCATION

STL institutions offering tech certificates or degrees

UNIVERSITY

**UMSL**

UNIVERSITY



SAINT LOUIS  
UNIVERSITY

UNIVERSITY



Washington  
University in St. Louis

UNIVERSITY

**SIUE**

UNIVERSITY

**Webster  
UNIVERSITY**

UNIVERSITY



**MARYVILLE  
UNIVERSITY**

UNIVERSITY

**LINDENWOOD  
UNIVERSITY**

UNIVERSITY

**HARRIS-STOWE  
STATE UNIVERSITY**

UNIVERSITY



**MCKENDREE  
UNIVERSITY**

UNIVERSITY



UNIVERSITY



COLLEGE



COLLEGE



COLLEGE



COLLEGE



COLLEGE

**RANKEN  
TECHNICAL COLLEGE**

# HIGHER EDUCATION

STL institutions offering tech certificates or degrees

**COLLEGE**



**COLLEGE**



**COLLEGE**



**COLLEGE**



**COLLEGE**



**COLLEGE**



**The St. Louis Metro**  
**The 15 county bistate and**  
**Metropolitan Statistical Area**



# TECH EDUCATION

2025 Tech Education Global Trends

## GLOBAL (109 COUNTRIES)

**170M**  
COURSERA  
LEARNERS

**34Y**  
MEDIAN AGE  
OF LEARNERS

**46%**  
WOMEN  
LEARNERS

**46%**  
LEARNING  
ON MOBILE

## NORTH AMERICA (US & CANADA)

**35.8M**  
COURSERA  
LEARNERS

**37Y**  
MEDIAN AGE  
OF LEARNERS

**52%**  
WOMEN  
LEARNERS

**41%**  
LEARNING  
ON MOBILE

North America shows significant strides in workforce readiness. Employers across the region are intensely focused on GenAI, data analytics, and short-form, career-aligned credentials. Reflecting this demand, job postings in AI fields have spiked 68% in the United States from 2022 to 2024, while Canadian employers now offer an average wage premium of 11% for AI related skills.

# TECH EDUCATION

## 2025 Tech Education Global Trends

1

**GENAI ADOPTION FUELS GLOBAL SKILL DEMANDS**

2

**CYBERSECURITY ENROLLMENTS RISE RAPIDLY,  
BUT STILL LAG BEHIND DEMAND**

3

**MICRO-CREDENTIALS IMPROVE LEARNER  
EMPLOYABILITY, SIGNALING KEY SKILLS TO  
EMPLOYERS**

4

**GENAI SKILL GAPS PERSIST DESPITE WOMEN'S  
RISING PARTICIPATION IN ONLINE LEARNING**

5

**SKILL GAPS THREATEN GLOBAL  
COMPETITIVENESS, PROMPTING EMPLOYERS TO  
INVEST IN UPSKILLING**

# TECH EDUCATION

## 2025 Tech Education Global Trends

6

### SKILLS-FIRST LEARNING TRANSFORMS TALENT PIPELINES, DRIVING SKILLSBASED ORGANIZATIONS

In the United States, AI and Machine Learning Specialist roles have expanded by 142% year over-year, far surpassing global averages.

Coursera enrollments in GenAI courses rose 135% year-over-year, and the US ranks #4 globally in Coursera's AI Maturity Index. This aligns with 94% of US firms anticipating significant AI-driven transformations by 2030, especially as GenAI's rapid adoption could necessitate up to 12 million career shifts by the decade's end.

Women represent 52% of Coursera learners, showing balanced representation in digital training. With strong upskilling pathways, the US workforce is strategically preparing to leverage AI's potential, helping the nation maintain its competitive edge in the global economy

27<sup>TH</sup>

US - GLOBAL RANK (OVERALL)

4<sup>TH</sup>

US - GLOBAL RANK (AI)

# TECH EDUCATION

US & North America Trends, 2025

## US TOP LEARNER SKILLS

1. Google Workspace
2. Employee Onboarding
3. IT Infrastructure
4. System Software
5. Accounting
6. Software Systems
7. Computer Systems
8. Regulatory Compliance
9. Project Management Life Cycle
10. Financial Statement Analysis

## US TOP EMPLOYER SKILLS

1. Artificial Intelligence (AI) & Machine Learning (ML)  158%
2. Customer Service  76%
3. Curiosity  5%
4. Creative Thinking  2%
5. Talent Management  5%

## GENAI DIGITAL LEARNING

 135%

### TOP COURSE IN US

1. Google AI Essentials Specialization

## PROFESSIONAL CERTIFICATES

 36%

### TOP COURSE IN US

1. Google Data Analytics Professional Certificate

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TECH STARTUPS &  
TECH INNOVATION**

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