

MARKET TRENDS REPORT | UT | Q4 2021

TREND ALERT

The Great Resignation is showing no signs of slowing down. In a survey conducted by TalentLms and Workable in Q4 of 2021, out of 1,200 people in the tech/IT industry, a whopping 72% of employees are considering quitting their jobs within the next 12 months. With the overall US workforce weighing in at 55%.

But which types of technologists are quitting? Older millennials in tech, ages 30-45 years old, have gained the essential experience and skills to change jobs to seek more interesting opportunities or more competitive pay. These were the top career concerns for technologists:

1. Limited career progression
2. Lack of flexibility in working hours
3. No learning or development opportunities
4. Burnout
5. Remote Work Privileges Revoked



Salt Lake City is
18th in Tech Talent
Scorecard Ranking
among all other US
cities.



Job postings in Salt Lake
City decreased 5% from
Q3 to Q4 in 2021. In
Utah overall, postings
decreased by 7% in Q4.



Median tech wages in
Utah are 82% higher
than median national
wages.

THE GREAT OUTDOORS

Outside of the booming tech market, well-paying jobs, and affordable living – one of the biggest draws for talent to move to Utah is the outdoors. The Utah Outdoor Partners, the Kem C. Gardner Policy Institute, and Silicon Slopes surveyed Utah natives that work in the tech industry on why they returned home after moving elsewhere. Out of the 254 respondents, 82% said, “outdoor recreation and/or access to wilderness and public lands was the most important factor in moving back, over family (76%), career opportunities (76%), and cost of living (61%).” With a total of 59% saying they utilize their outdoor surroundings once a week or more.

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SALT LAKE CITY TECH SALARY INSIGHTS

SALARY PERCENTILES

Starting salaries are not one-size-fits-all. That's why we separate them into percentiles based on several factors. Any of these may apply when making or receiving a job offer.

25th Percentile

Candidate:

New to that type of role, still acquiring skills

Demand:

Low

50th Percentile

Candidate:

Average experience, has most of the necessary skills

Demand:

Medium

75th Percentile

Candidate:

Above-average experience, has all needed skills

Demand:

High

EXECUTIVE LEADERSHIP

Title	25th Percentile	50th Percentile	75th Percentile
Chief Information Officer (CIO)	\$203,683	\$243,798	\$294,083
Vice President of IT	\$169,783	\$204,248	\$236,735
IT Director	\$143,228	\$174,020	\$207,073

SOFTWARE AND APPLICATIONS DEVELOPMENT

Title	25th Percentile	50th Percentile	75th Percentile
Mobile Applications Developer	\$129,950	\$155,093	\$185,038
Software Engineer	\$118,085	\$140,685	\$166,393
Software Developer	\$113,565	\$138,143	\$161,308

SOFTWARE AND APPLICATIONS LIFECYCLE

Title	25th Percentile	50th Percentile	75th Percentile
Software & Applications Manager	\$128,255	\$161,025	\$187,863
Product Manager	\$121,193	\$148,313	\$174,585
DevOps Engineer	\$114,413	\$142,098	\$168,370

SECURITY

Title	25th Percentile	50th Percentile	75th Percentile
Security Architect	\$142,663	\$161,873	\$183,625
Data Security Analyst	\$129,950	\$159,330	\$188,428
Network Security Engineer	\$129,950	\$148,313	\$173,455

QUALITY ASSURANCE (QA), TRAINING AND AUDIT

Title	25th Percentile	50th Percentile	75th Percentile
Testing/QA Manager	\$102,548	\$120,345	\$140,120
QA Engineer - Automated	\$86,445	\$104,525	\$122,888

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TECH EMPLOYMENT

VIRGINIA 6.0% of all jobs are in IT

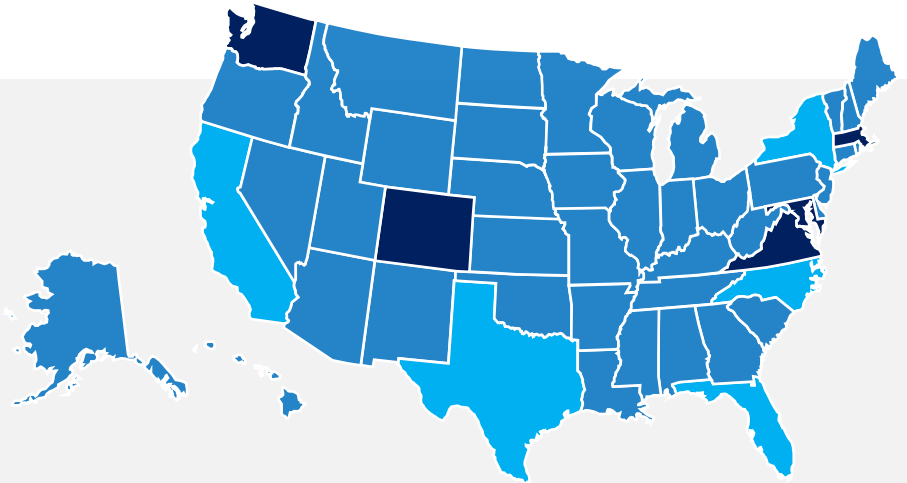
COLORADO 5.2% of all jobs are in IT

CALIFORNIA 4.3% of all jobs are in IT

UTAH 4.1% of all jobs are in IT

TEXAS 3.4% of all jobs are in IT

OREGON 3.3% of all jobs are in IT

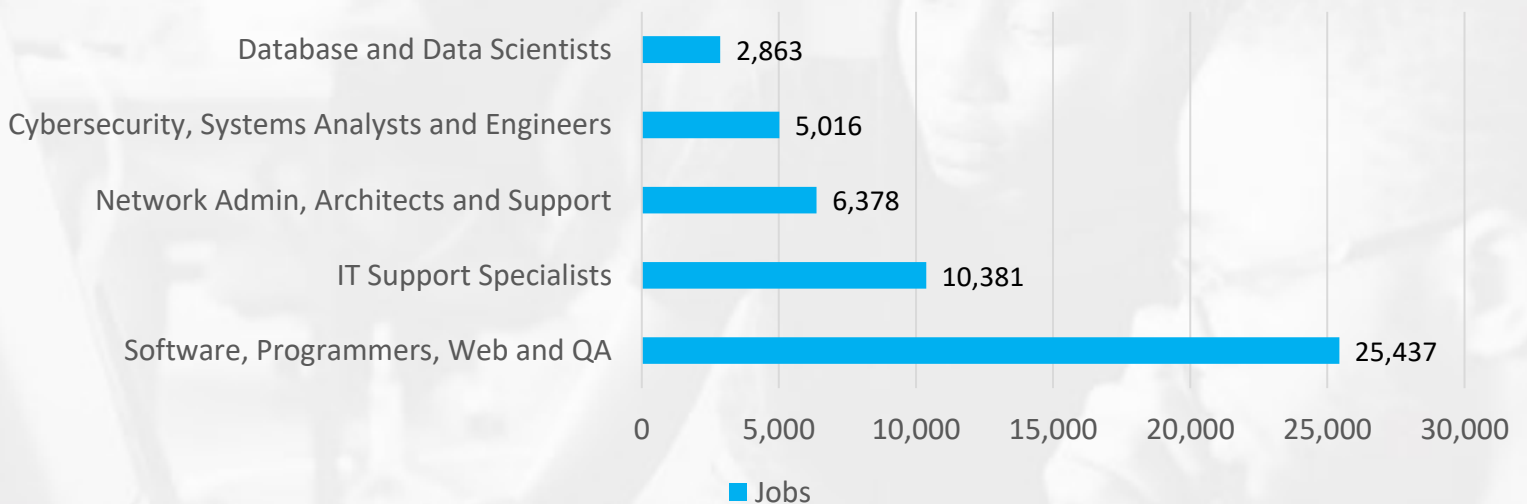


- Top 5 states for tech employment gains (2020)
- Highest concentration of tech workers (2020)

LEADING TECH INDUSTRY SECTORS

- ✓ *IT Services and Custom Software Services*
- ✓ *Telecommunications and Internet Services*
- ✓ *Engineering, R&D, and Testing Services*
- ✓ *Software (Packaged)*
- ✓ *Tech Manufacturing*

LEADING TECH OCCUPATION CATEGORIES



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SUPERIOR SERVICE

ProFocus has earned the *Best of Staffing Client and Talent Diamond Awards* for providing superior service to our clients and candidates for five consecutive years.

- **88.9% Client Net Promoter Score.** Compared to the industry's average of 24%.
- **90.6% Talent Net Promoter Score.** Compared to the industry's average of 45%.

We focus exclusively on technology - resulting in better candidates for clients and a better experience for consultants. Our team understands technology, tech skills, job roles, team dynamics, pay levels, talent availability, and other key insights about the talent market.



FAST

13 Days Faster

Candidate starts compared to our competition

EFFECTIVE

2x the Fill Rate

Jobs that we fill over the industry average

EFFICIENT

3 Resumes

Average resumes we send. Industry sends over 11

What really sets them apart is that their recruiters are knowledgeable about the jobs they connect you with – I dealt with several other companies during my job hunt and ProFocus' technical knowledge across the entire team was unparalleled.

- Contract Web Applications Developer

PROFOCUS TECHNOLOGY

Matching the Right Person to the Right Job.

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