



# TECHNOLOGY EMPLOYMENT SPOTLIGHT: NASHVILLE

Developed for the Nashville Technology Council

Brought to you by:



### MESSAGE FROM THE PRESIDENT

It is an exciting time to be in a technology career or business in Middle Tennessee. Our community has incredible assets for technology companies and IT departments to grow their businesses. Our businesses are making investments to not only attract but also grow talent in this region.

This year's report shows that our technology sector has grown by over 2,200 workers. Annual openings have increased from 872 to 1,548. Our region is aggressively competing seen by the 9% of annual postings. Although a key source to create skilled workers and lessen the skills gap, the area schools would appear to have capacity to engage more students (see page 11). Recruiting students to become skilled or obtain a degree or certification is key for our technology workforce.

The growth of our technology workforce and investment of the businesses' is driving regional economic development. Middle Tennessee businesses are investing in long-term solutions to the IT skills gap. Regional businesses came together to support the NTC's IT Pathway Collaborative for 300 paid internships totaling over \$1.6m over two years. The IT Pathway Collaborative and the NTC's leadership with the White House's Tech Hire Initiative will build this region's high quality technology talent pool.

As you review cities across the state and cities of peer size, it is important for this region to continue to invest in education to be a workforce supply to meet business demand.

Finding this scarce talent entails knowing where they are. That's why the Nashville Technology Council has partnered with CareerBuilder and Economic Modeling Specialists International (EMSI), a CareerBuilder company. Together, we provide you access to in-depth data on the current and future state of the technology workforce in our community, delivered in this comprehensive report. From this report, you will get an in-depth look at the state of Nashville's current technology labor market, be able to identify the top educational institutions and programs for future technology talent, and compare technology job growth projections within various markets.

As your partner, Nashville Technology Council is committed to delivering you data and resources to help you position your business for competitive growth. Use this information to inform your recruiting strategy, get involved to build the talent locally and create a plan to invest in your business' greatest asset – your people.



Sincerely,  
BRYAN HUDDLESTON  
*President and CEO,  
Nashville Technology Council*

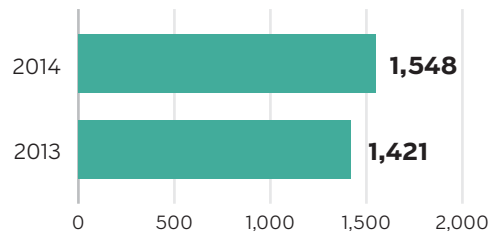
## IT JOBS IN NASHVILLE METROPOLITAN AREA (MSA)



The 23,398 IT Jobs in the Nashville Area comprises several different job categories. Here are some highlights below relate to how the market is changing.

### Annual Change in Jobs

Annual Openings is defined as the estimated employment change and turnover for an occupation for a given year. This is EMSI's estimate of labor market demand for an occupation, and when combined with Related Completions gives a picture of the supply and demand for the occupation in the region. Note that in one year, the growth in IT jobs is almost 9%.



### Educational Supply

The 822 Related Completions is the number of people who received either a degree or certificate related to the occupation during the most recently reported year 2013. This represents the educational supply for an occupation, and when combined with Annual Openings gives a picture of the supply and demand for the occupation in the region.

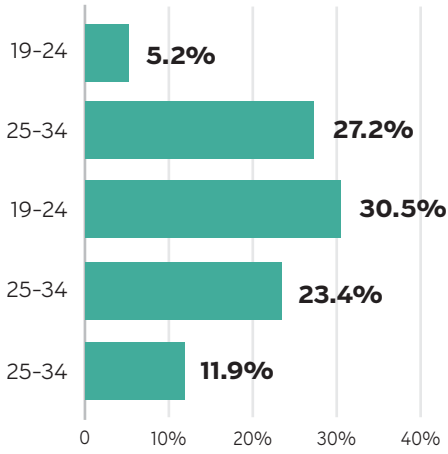
# HOW DOES THE NASHVILLE IT WORKFORCE BREAKDOWN?

*“Nashville is a unique amalgamation of entrepreneurial energy and established enterprises, fueled by the power of technology in our “can-do” city. The Nashville Technology Council is at the nexus of these two worlds, and must maintain its robust involvement, advancing the healthy balance of emerging talent and tools necessary for smart, sustainable growth.”*

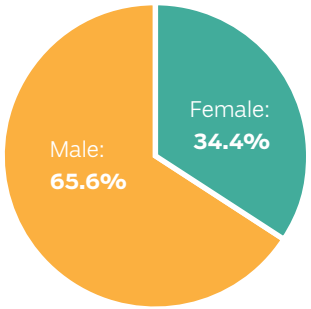
**Brian Lapidus**  
Practice Leader Identity Theft and Breach Notification, Kroll Advisory Solutions



## Age



## Gender



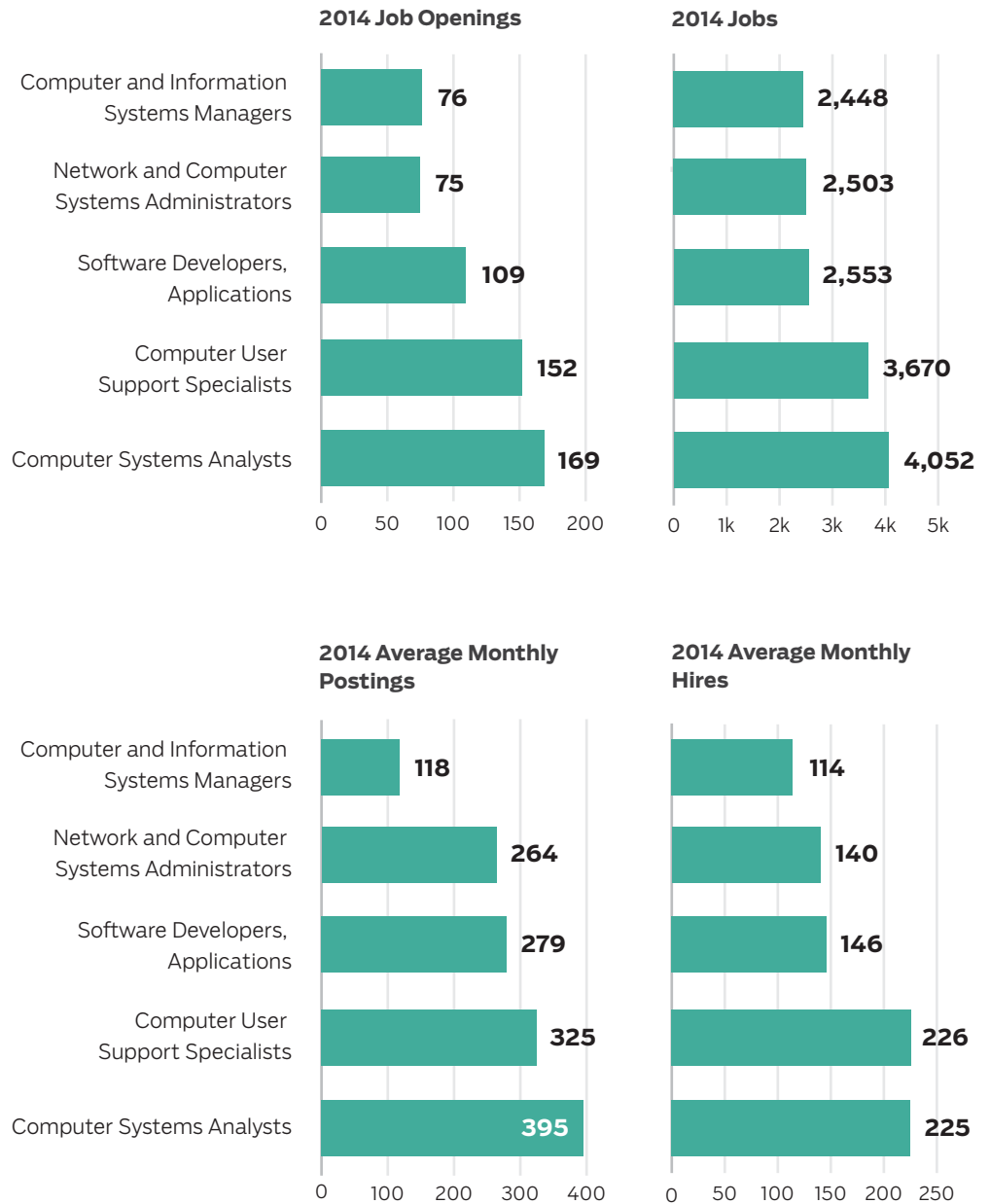
# IS THE SUPPLY OF IT WORKERS MEETING THE DEMAND?

## Top 5 IT Occupations in Nashville, Jan 2014 - Feb 2015

Here is a look at the top 5 IT jobs in Nashville from January of 2014 to February of 2015 by number of job openings, jobs, average monthly postings and average monthly hires.

*“Nashville remains one of the nation’s leading hubs for technology innovation and employment growth. Although attracting top IT talent can be a challenge in the current recruitment landscape, leading area organizations are separating themselves by offering a simple, candidate-friendly pre-hire experience. And corporations that stand out are focused on developing their employment brand, sharing positive workplace culture, offering challenging projects and career development opportunities.”*

**Chuck Branding**  
Careerbuilder

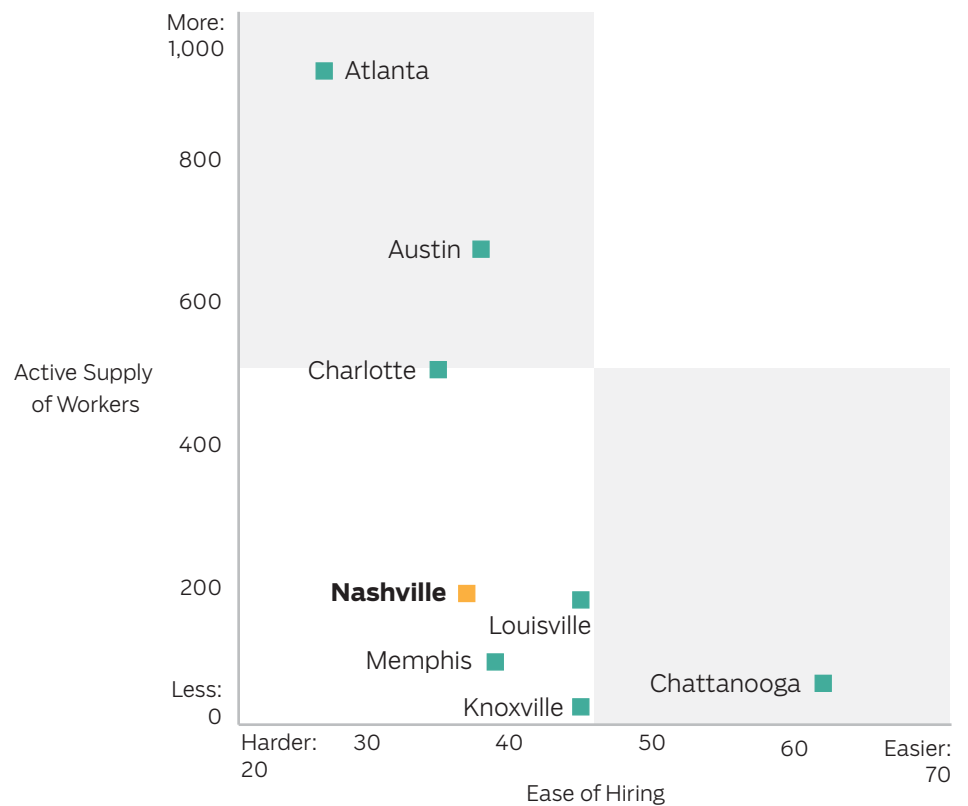


## WHAT DOES THE SUPPLY AND EASE OF HIRING LOOK LIKE FOR COMPUTER SYSTEMS ANALYSTS?

The demand/unique job postings over the past two years for Computer Systems Analysts in Nashville are **548 postings** with **compensation ranging between \$73-100K**.

The Top 3 industries for Computer Systems Analysts within 50 miles of Nashville over the past 2 years are:

1. Colleges, Universities and Professional Schools
2. General Medical and Surgical Hospitals
3. Other Aircraft Parts and Auxiliary Equipment Manufacturing



## WHAT DOES THE SUPPLY AND EASE OF HIRING LOOK LIKE FOR WEB DEVELOPERS

The demand/unique job postings over the past two years for Web Developers in Nashville are **1,141 postings** with **compensation ranging between \$80-99K**.

The Top 3 industries looking for Web Developers within 50 miles of Nashville over the past 2 years are:

### 1. Computer Systems Design Services

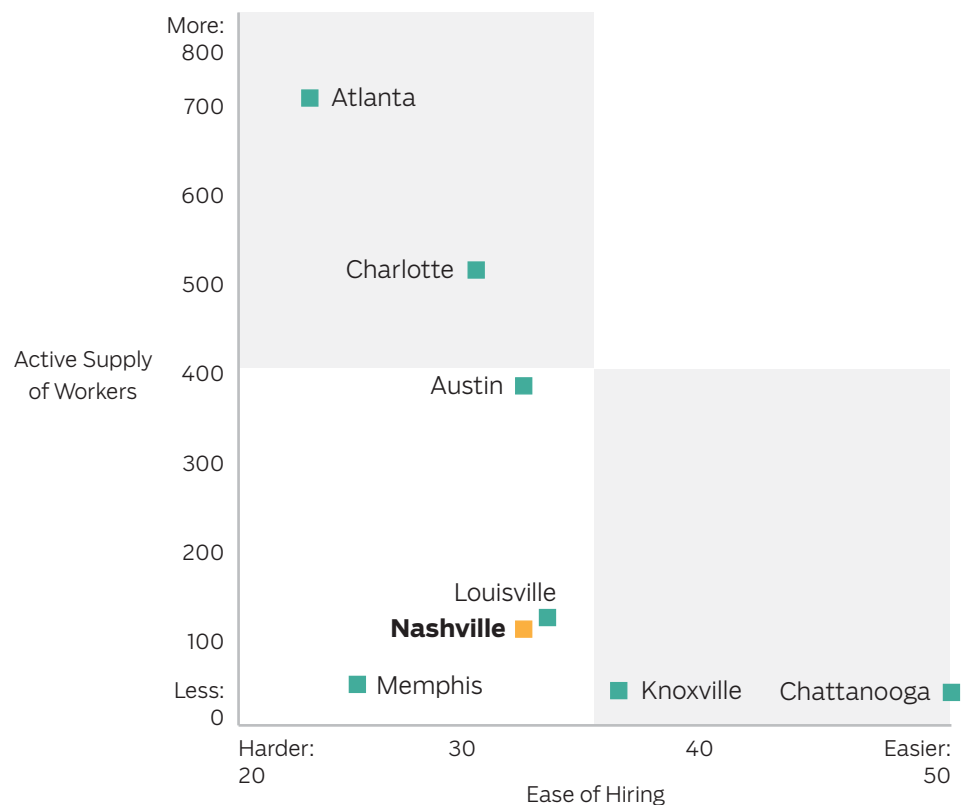
Establishments primarily engaged in planning and designing computer systems that integrate computer hardware, software, and communication technologies.

### 2. All Other Professional, Scientific, and Technical Services

Establishments primarily engaged in the provision of professional, scientific, or technical services.

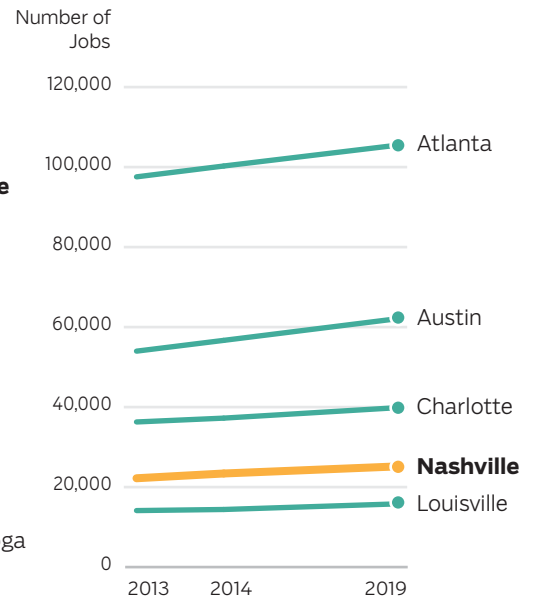
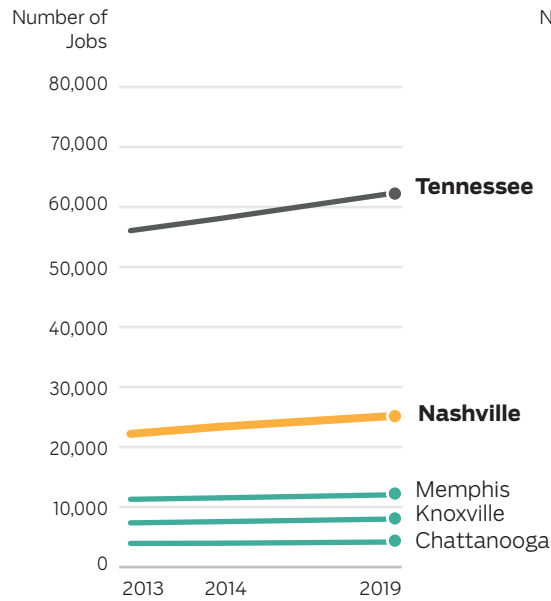
### 3. Custom Computer Programming Services

Establishments primarily engaged in writing, modifying, testing, and supporting software to meet the needs of a particular customer.



# HOW DOES NASHVILLE GROWTH COMPARE?

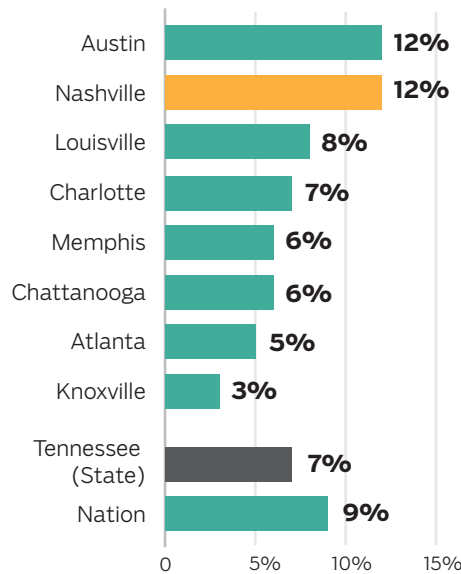
**Nashville** represents a significant portion of the growth in **Tennessee**, projecting **8%** growth by 2019 compared to **7%** for the state. However it is smaller compared to the larger cities of Louisville (10%) and Austin (10%) as seen in the chart on the far right.



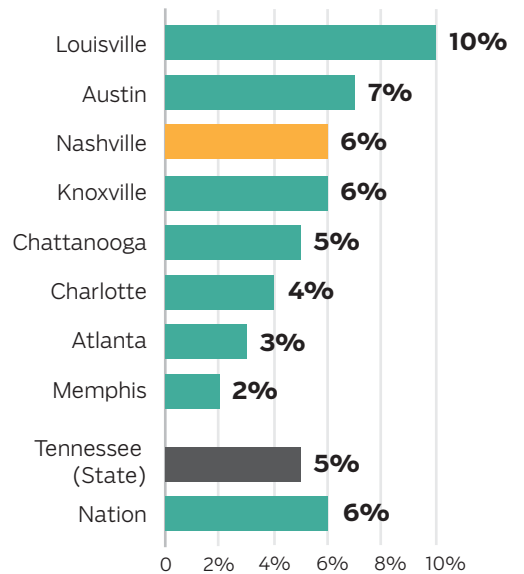
## Job Growth by Position

Each of the charts below shows Nashville's growth by specific job classifications. Nashville growth in software development leads all metropolitan areas in this specific study.

### Computer and Information Systems Managers



### Network and Computer Systems Admin

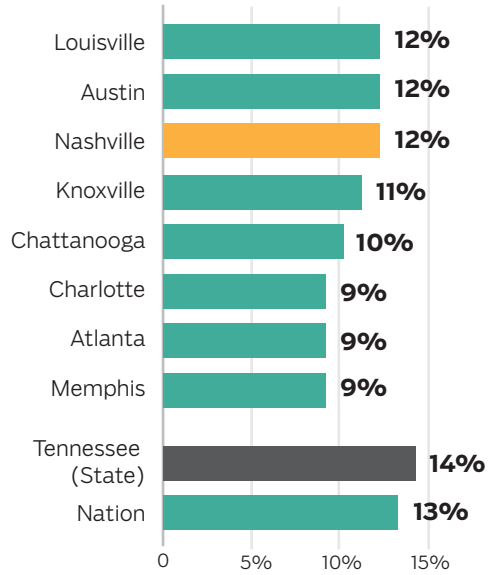




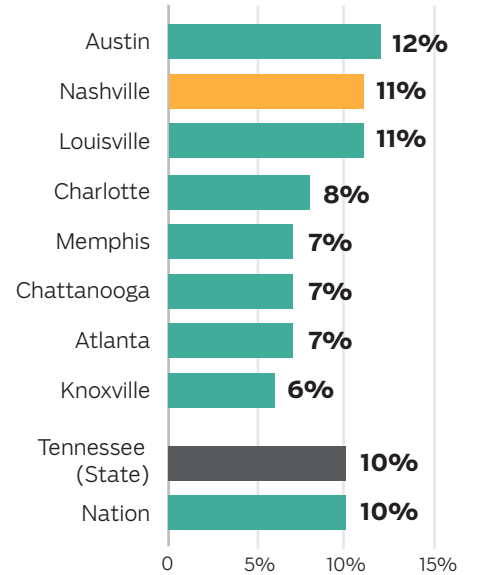
## HOW DOES NASHVILLE GROWTH COMPARE?

Each of the charts below shows Nashville's growth by specific job classifications. Nashville growth in software development leads all metropolitan areas in this specific study.

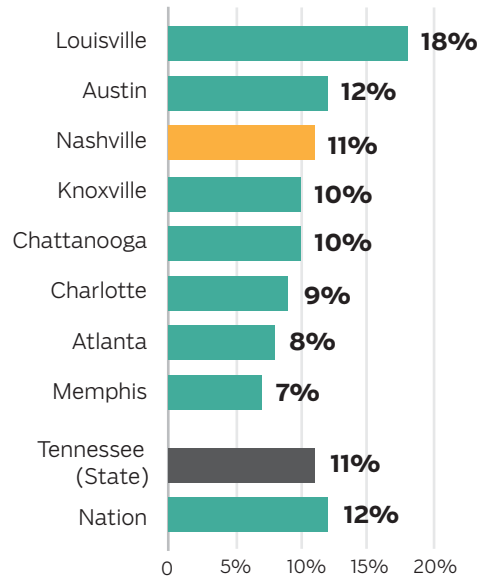
### Software Developers, Applications



### Computer User Support Specialists



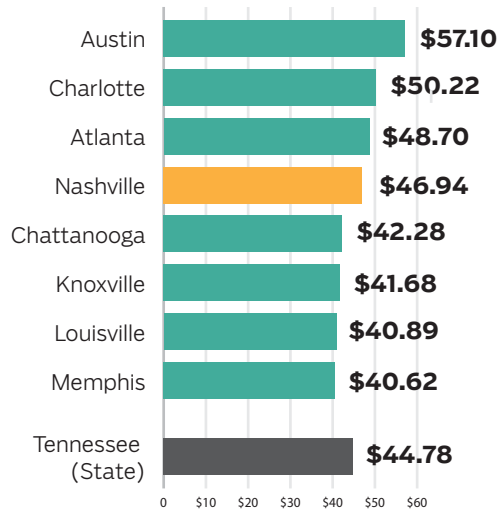
### Computer Systems Analysts



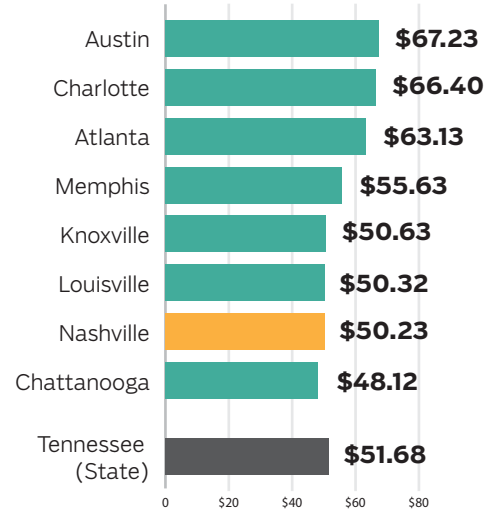
# HOW DOES NASHVILLE COMPARE IN TERMS OF COMPENSATION?

Top 3 highest paying IT occupations in the Nashville Metro Area with comparisons cities in Tennessee and Nationwide (by 2013 average hourly earnings).

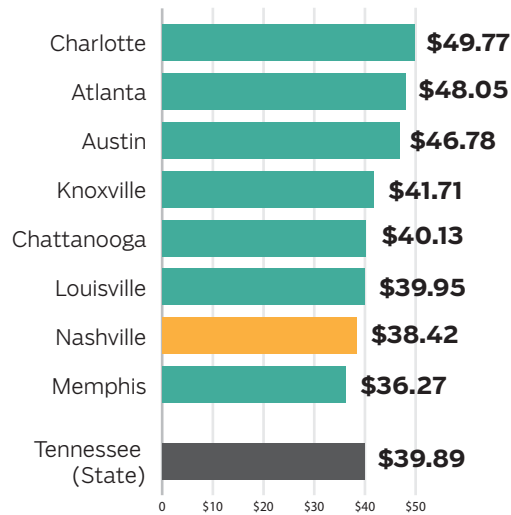
## Computer Network Architects



## Computer and Information System Managers



## Software Developers, System Software



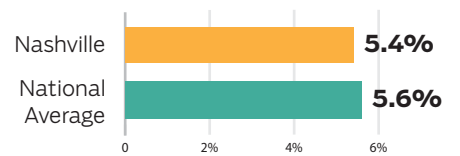
## Comparison to National average, 2014 - 2017

In terms of hourly wages and the change in the workforce, note how Nashville IT jobs compare to the national averages over three years.

### Hourly Wages

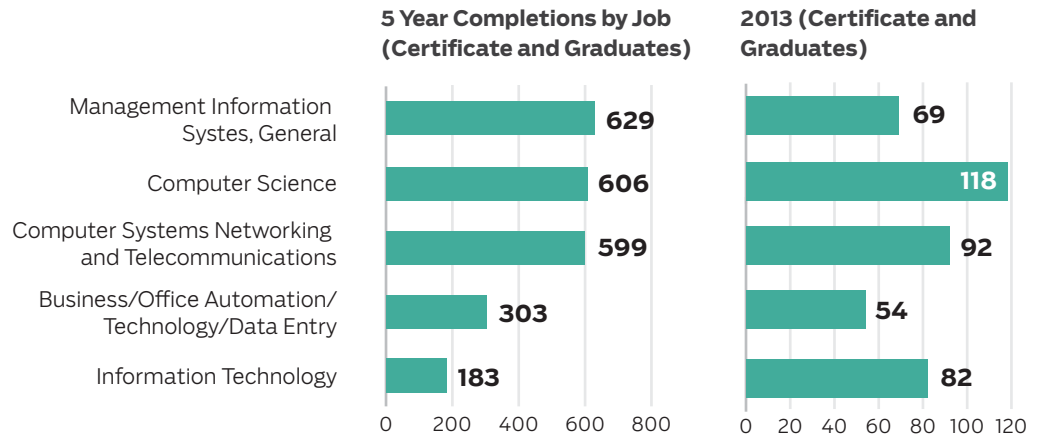


### Percent Change in Workforce



# HOW ARE LOCAL UNIVERSITIES SUPPORTING LOCAL IT JOB GROWTH?

Here's the quote from "Nashville continues to have fantastic opportunity to continue to lead the country in STEAM (Science, Technology, Engineering, Art, Math) workforce; that need continues to grow with the number of cranes in our skyline. Our Nashville Technology Council's leadership has never been more needed than today, as we continue on this upward trajectory."



## Completions by Job and Institution - 2013

	Certificates	Degrees	Total Completions
<b>Computer Systems Networking &amp; TC</b>			
ITT Technical Institute - Nashville	0	58	58
Nashville State Community College	0	34	34
<b>Management Information Systems, General</b>			
Middle Tennessee State University	0	45	45
Tennessee College of Applied Technology - Nashville	18	0	18
Belmont University	0	6	6
<b>Computer Science</b>			
Vanderbilt University	0	54	54
Middle Tennessee State University	0	44	44
Tennessee State University	0	14	14
Lipscomb University	0	0	0

## Data Sources

Career Builder's Supply and Demand Portal, October 2014

2014.3 – QCEW Employees, Non-QCEW Employees, and Self-Employed for all data points except “Demographics (Existing Workforce) – Gender” and “Demographics (Existing Workforce – Age) taken from 2014.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

## Additional Information

Information on the President's TechHire Initiative

<https://www.technologycouncil.com/president-techhire>

IT Pathway Collaborative

<http://www.technologycouncil.com/education-workforce-development>

## Sponsors

