

Information Technology Labor Force & Training Needs



For more information, contact the Business Services Team at business.services@phoenix.gov

INDUSTRY OVERVIEW

AVERAGE SALARY



\$111,915

% CHANGE OF WORKFORCE SINCE 2016



15%

EMPLOYED



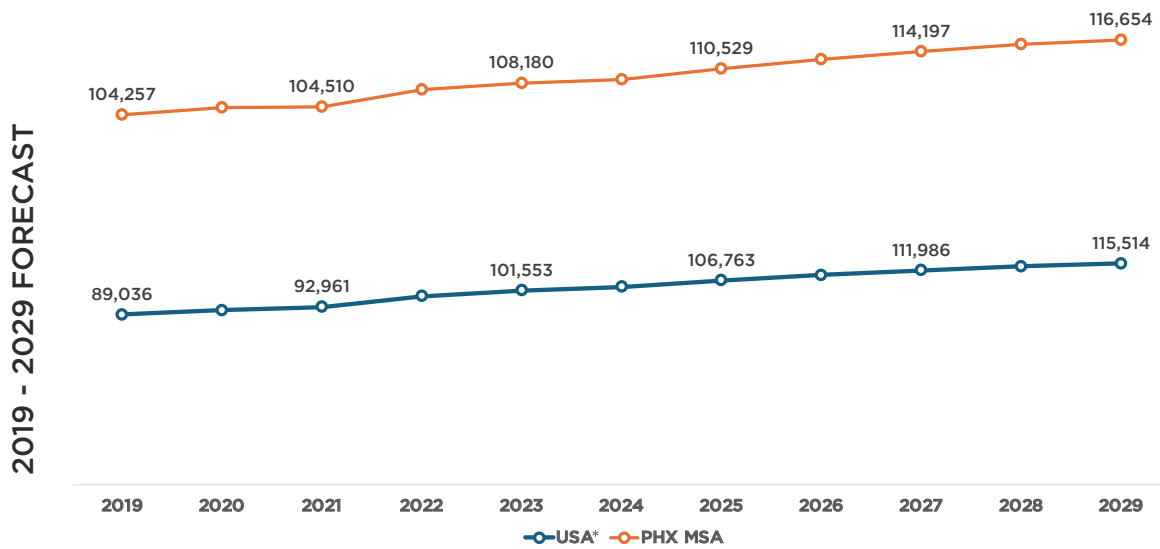
110,529

COMPANIES



1,085

Source: Lightcast, Jan. 2026; Maricopa Association of Governments, 2024



*the values represent the national average adjusted for region size.

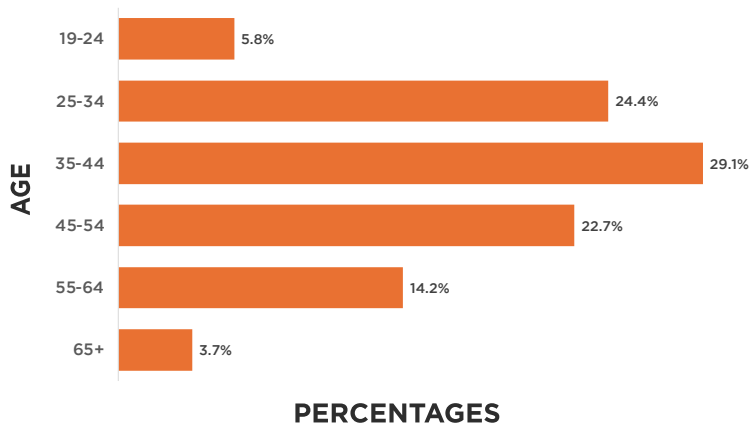
Source: Lightcast, Phoenix MSA, 2025

STAFFING PROJECTIONS

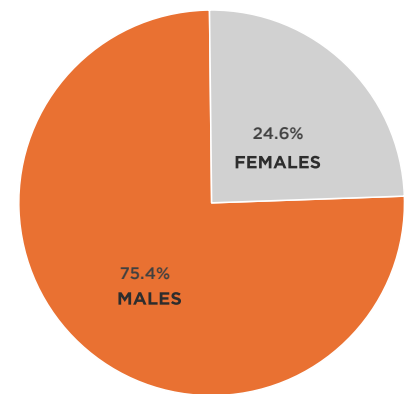
HIGHEST DEMAND	TRAINING	JOB (2028)	2025-2028 % CHANGE	EARNINGS (2025)
Software Developers	None	29,453	6%	\$129,811.56
Computer and Information Systems Managers	None	12,689	6%	\$164,219.57
Computer Occupations, All Other	None	4,948	6%	\$115,633.88
Computer Systems Analysts	None	8,891	5%	\$102,457.88
Computer User Support Specialists	None	16,748	2%	\$63,416.91
Network and Computer Systems Administrators	None	4,337	2%	\$88,359.69

TALENT ACQUISITION

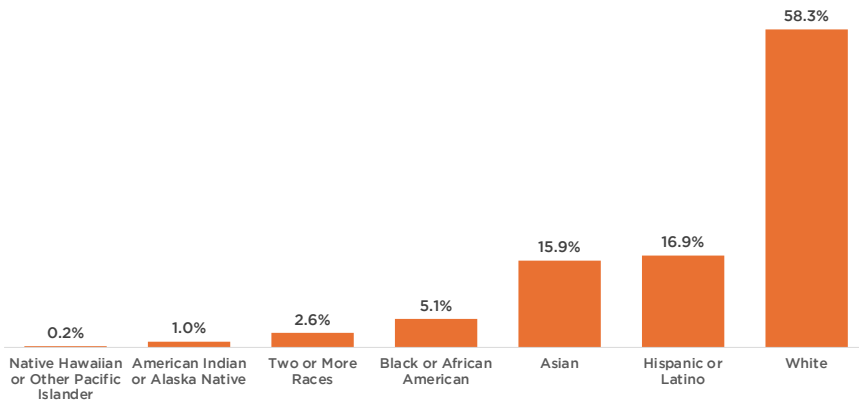
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



STAFFING DEMOGRAPHICS

AGES	HIRE	SEPERATIONS
19-21	74	66
22-34	2,848	2,557
35-44	2,680	2,408
45-64	2,966	2,658
65+	408	366

EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	32%
0 - 1 Years	6%
2 - 6 Years	43%
7 - 9 Years	11%
10+ Years	8%

CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

HIGH SCHOOL DIPLOMA

Signal and Track Switch Repairers	\$34.71
Computer User Support Specialists	\$30.49
Telecommunications Line Installers and Repairers	\$29.87
Communications Equipment Operators, All Other	\$22.02

ASSOCIATE'S DEGREE

Radio, Cellular, and Tower Equipment Installers and Repairers	\$49.08
Avionics Technicians	\$41.32
Broadcast Technicians	\$37.15
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$36.18
Computer Network Support Specialists	\$31.71

BACHELOR'S DEGREE

Architectural and Engineering Managers	\$89.66
Computer and Information Systems Managers	\$78.95
Computer Hardware Engineers	\$78.49
Computer and Information Research Scientists	\$78.43
Database Architects	\$63.78

Source: Lightcast, Phoenix MSA, 2025

PROFESSIONAL SKILLS

The Information Technology professionals must possess a diverse set of skills to be successful within this industry.

KNOWLEDGE

- Computers & Electronics
- Customer and Personal Service
- English Language
- Mathematics
- Clerical
- Telecommunications

SKILLS

- Backup or Archival Software
- Data Base User Interface
- Query Software
- E-mail Software
- Object Development Software
- Operating System Software

QUALIFICATIONS

- Operation Monitoring
- Active Listening
- Critical Thinking
- Reading Comprehension
- Coordination
- Oral Comprehension & Expression
- Deductive Reasoning

Source: O*NET

TOP EMPLOYERS

EMPLOYER WITH MOST JOB OPENINGS

- Molina Healthcare
- Insight Global
- Honeywell
- Cognizant Technology Solutions
- CVS Health

TOP QUALIFICATIONS

MOST POSTED QUALIFICATIONS

- Certified Information Systems Security Professional
- Security Clearance
- CompTIA Security+
- CompTIA A+
- Project Management Professional Certification
- CompTIA Network+

