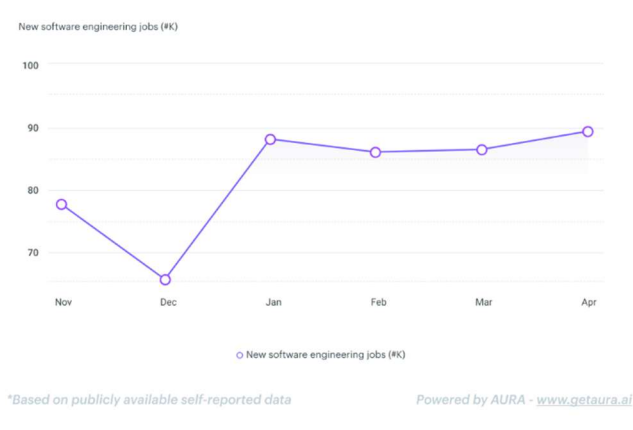


Software Engineering Jobs Over Time in US - 6 Months



Job Volume Holds Steady After Q1 Surge

The software job market exhibited a clear recovery pattern following a seasonal lull in December, with hiring surging in January as organizations resumed activity with fresh fiscal budgets and new project roadmaps. This rebound was not just a one-time spike; instead, job volumes remained consistently strong through February, March, and April, suggesting sustained employer confidence in long-term tech investment.

The slight uptick in April further reinforces the sector's resilience, reflecting steady demand for engineering talent even amid broader economic uncertainties like interest rate fluctuations or geopolitical tensions. This stability may be attributed to the critical role of software in driving digital transformation, operational efficiency, and innovation across industries. Companies are showing that, regardless of short-term economic variability, technology remains a non-negotiable priority—and software professionals are central to that strategy.

Top 10 Industries - Software Engineering Jobs



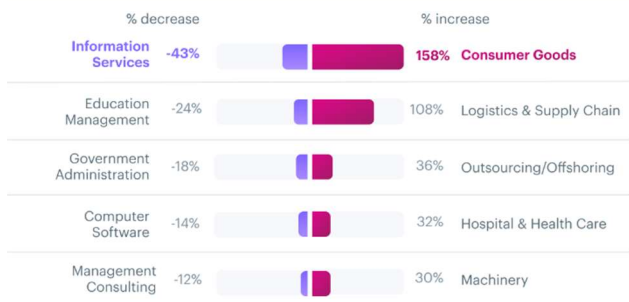
IT, Recruiting, and Finance Are the Top Software Job Contributors

The IT & Services sector continues to lead software job creation, reaffirming its foundational role in supporting digital infrastructure, enterprise software, and cloud-based solutions across industries. Close behind is Staffing & Recruiting, which reflects a significant reliance on third-party firms and contract hiring to meet fluctuating demand and fill specialized roles quickly. Financial Services and the Internet sector also maintain strong contributions, highlighting the acceleration of fintech innovation, cybersecurity priorities, and the scaling of digital platforms.

Notably, the emergence of Hospital & Healthcare and Defense & Space industries as prominent contributors signals a growing diversification of software roles beyond core tech. These sectors are turning to software to modernize patient care, ensure operational readiness, and drive innovation in highly regulated environments. Overall, the data reveals a mature and evolving tech employment landscape, where software talent is embedded not just in tech companies, but as a strategic asset across virtually every corner of the economy.

Unlock the Power of Workforce Intelligence.

Top 5 Industries by % Change



*Based on publicly available self-reported data

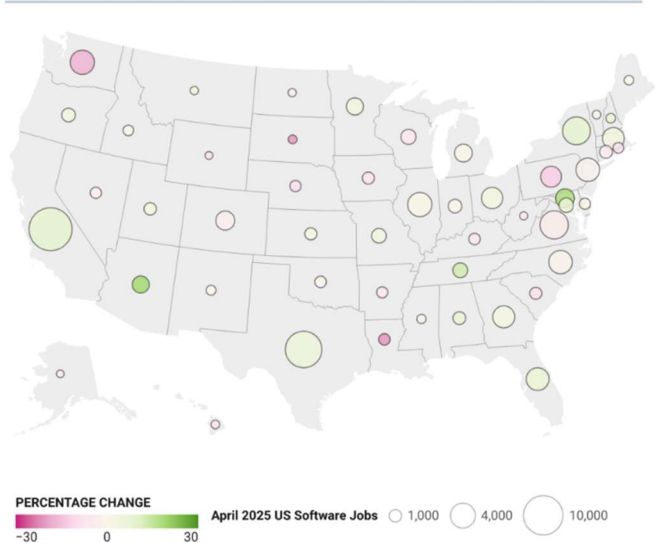
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Consumer Goods, Logistics & Healthcare Drive Industry Resurgence

The Consumer Goods sector saw a remarkable 158% surge in software job postings, a trend likely driven by intensified e-commerce adoption, omnichannel retail strategies, and the need for smarter supply chain management. Companies in this space are increasingly relying on software talent to build digital storefronts, optimize fulfillment operations, and personalize customer experiences. Similarly, strong gains in Logistics & Supply Chain (+65%) and Hospital & Health Care (+55%) point to major investments in automation, real-time tracking, and digital patient engagement systems—especially as these industries adapt to rising demand and complexity.

Conversely, the Information Services sector experienced a stark 43% decline, potentially signaling market saturation, budget reallocations, or post-COVID corrections as companies consolidate their tech infrastructure. These shifts underscore a broader narrative: operationally intensive and consumer-facing industries are now becoming key drivers of tech hiring, emphasizing the critical role of software in modernizing core business functions.

April 2025 US Software Jobs



Software Job Distribution Reflects Coastal and Urban Tech Expansion

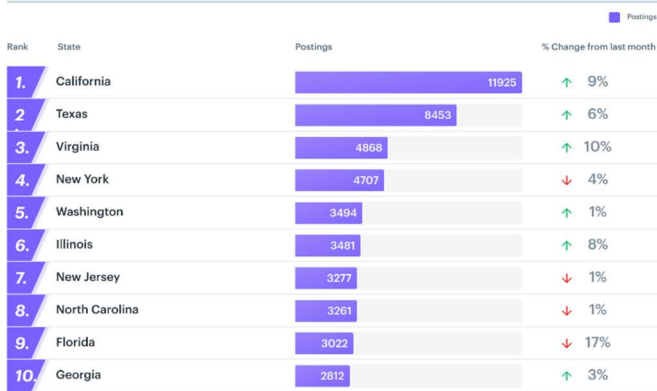
The US map vividly illustrates that software job growth remains heavily concentrated along coastal states and urban centers, with larger green circles signaling significant hiring momentum in areas like California, the Northeast corridor, and parts of the Southeast such as North Carolina and Georgia. These regions benefit from dense tech ecosystems, academic institutions, and infrastructure that attract both companies and talent.

However, the map also reveals early-stage growth in smaller inland cities, hinting at a quiet but meaningful decentralization. The gradient from green to red captures both hiring intensity and directionality, indicating which regions are surging versus contracting. This geographic shift is likely influenced by remote work flexibility, cost-of-living considerations, and companies seeking to tap into untapped regional talent pools. As a result, formerly overlooked markets are gaining attention, and we may be witnessing the beginning of a more distributed and resilient national tech workforce.

Unlock the Power of Workforce Intelligence.



Top 10 US States Hiring



*Based on publicly available self-reported data

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California and Texas Dominate, but Virginia and Illinois Show Fastest Growth

California and Texas continue to lead in overall software job volume, anchored by established tech ecosystems, rich venture capital networks, and deep talent pools—particularly in cities like San Francisco, San Jose, Austin, and Dallas. Their dominance reflects sustained innovation, major tech headquarters, and a culture that fosters startups and scale-ups alike.

Meanwhile, Virginia's 10% growth signals the impact of increased federal tech spending, cybersecurity investments, and the presence of data centers and government contractors in the DC metro area. Illinois, showing a solid 8% rise, likely benefits from Chicago's growing fintech and healthtech sectors. Despite a 4% dip, New York maintains its relevance, thanks to strong demand in finance, media, and digital commerce. These patterns highlight a dual narrative: while traditional tech powerhouses maintain their edge, emerging centers are accelerating as viable alternatives—driven by policy support, cost advantages, and evolving hybrid work norms.

Top 5 US States by % Change



*Based on publicly available self-reported data

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Arizona and Maryland See Job Surges, While Louisiana and South Dakota Slip

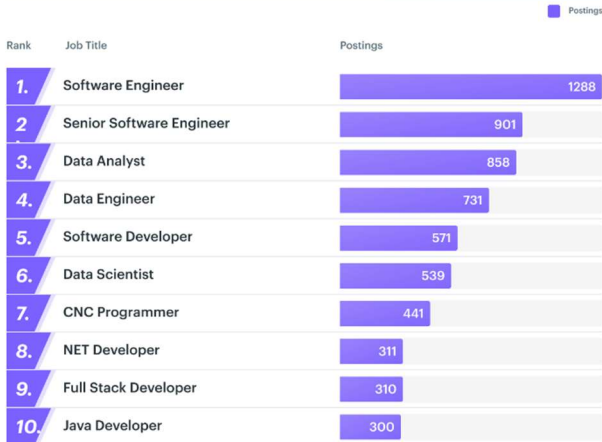
States like Arizona (+19%) and Maryland (+18%) are experiencing notable surges in software job growth, likely fueled by a combination of business relocations, competitive tax policies, expanding infrastructure, and the rise of secondary tech hubs in cities like Phoenix and Baltimore. These regions may also benefit from lower operational costs compared to coastal centers, making them attractive for startups and satellite offices of larger firms.

Conversely, Louisiana and South Dakota have seen steep declines (-21%), which may reflect broader economic stagnation, limited access to tech talent, or slower adoption of digital transformation initiatives. This regional redistribution of opportunities underscores a national trend: as remote work, hybrid models, and decentralized operations become the norm, companies are reassessing geographic priorities to balance cost, talent availability, and business continuity.

Unlock the Power of Workforce Intelligence.



Top 10 Software Job Titles



*Based on publicly available self-reported data

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Data-Focused Roles Gaining Ground Among Job Titles

While Software Engineer remains the most in-demand title, the prominence of Data Analyst, Data Engineer, and Data Scientist roles indicates a clear shift toward data-centric hiring. Organizations are increasingly investing in roles that can derive actionable insights from massive datasets, signaling the growing influence of analytics in strategic decision-making. This trend is further bolstered by the rise of roles like CNC Programmers and .NET Developers, which point to renewed demand in manufacturing tech and enterprise-grade systems.

Collectively, this reflects an evolution in job functions—from traditional coding roles to a more interdisciplinary mix of engineering, data science, and domain-specific expertise—driven by the need to operationalize data and support automation at scale. This diversification also suggests companies are building more robust, insight-driven digital infrastructures to stay agile and competitive.

Top 10 Companies Hiring Software Jobs



*Based on publicly available self-reported data

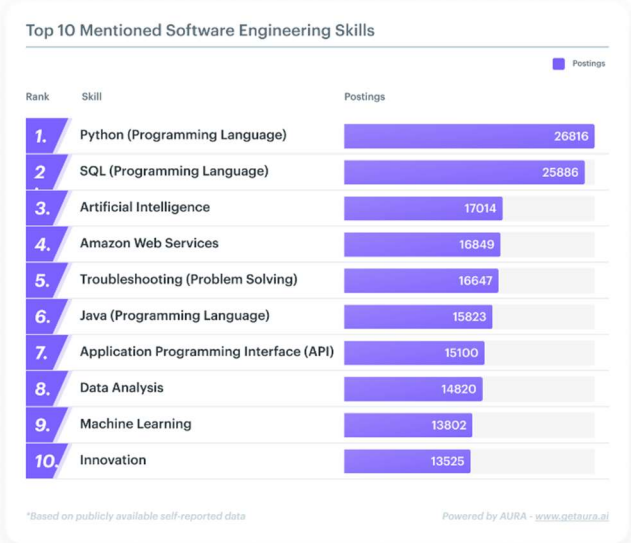
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Amazon and Cognizant Lead Aggressive Tech Talent Acquisition

Amazon and Cognizant are at the forefront of software job postings, signaling ongoing digital transformation at scale and aggressive expansion in cloud computing, AI, and enterprise IT services. Their hiring volumes point to a sustained commitment to tech innovation and platform scalability. Interestingly, staffing firms like InsightGlobal and Eliassen rank high, highlighting a growing reliance on contract and project-based hiring models—likely driven by cost optimization and flexible talent sourcing.

The presence of non-tech sector giants like Cardinal Health, Capital One, and CVS Health underlines a powerful trend: software roles are increasingly critical in healthcare and finance, where automation, data security, and customer experience are becoming tech-driven imperatives. This diversification suggests that digital transformation is no longer confined to Silicon Valley—it is foundational across industries aiming to remain competitive.

Unlock the Power of Workforce Intelligence.



Python and SQL Continue Dominance in Core Skillset Trends

Python and SQL remain the most frequently mentioned software engineering skills, indicating continued demand for data-centric roles and backend development. AI, AWS, and machine learning suggest that companies are doubling down on intelligent systems and cloud-first infrastructures.

Traditional problem-solving and API integration round out the list, showing a blend of foundational and modern skills. The emergence of innovation as a top-10 skill points to an increasing preference for engineers who contribute creatively, likely a response to rapid tech evolution and cross-functional demands.