Synergis

Hot trends in tech hiring

Dice analyzed 1+ billion current and historical job postings worldwide for its annual Tech Salary Report: 2022 Edition. They also surveyed registered job seekers and site visitors between August 2021 and October 2021 to gather the trends in tech hiring. We compiled some of the highlights for you.
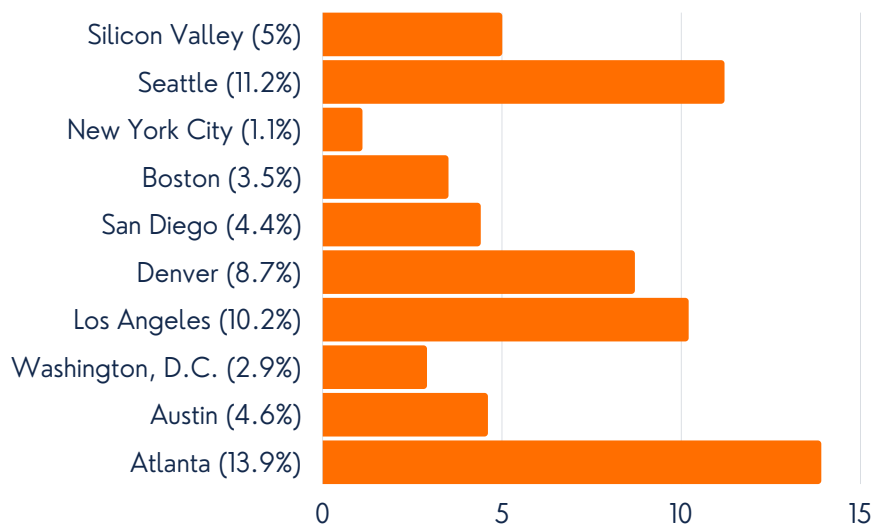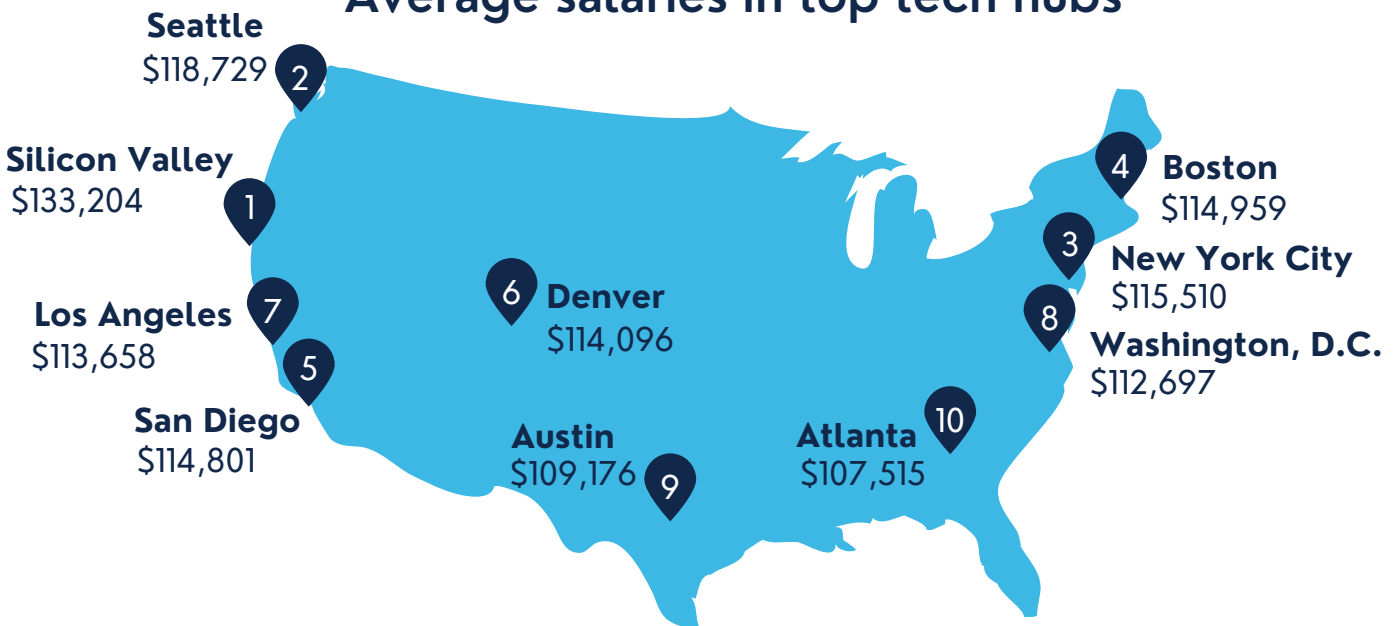
2021 average tech salary

+6.9%

$104,566

The average tech salary in 2021 increased $6,707 year-over-year vs. 2020.
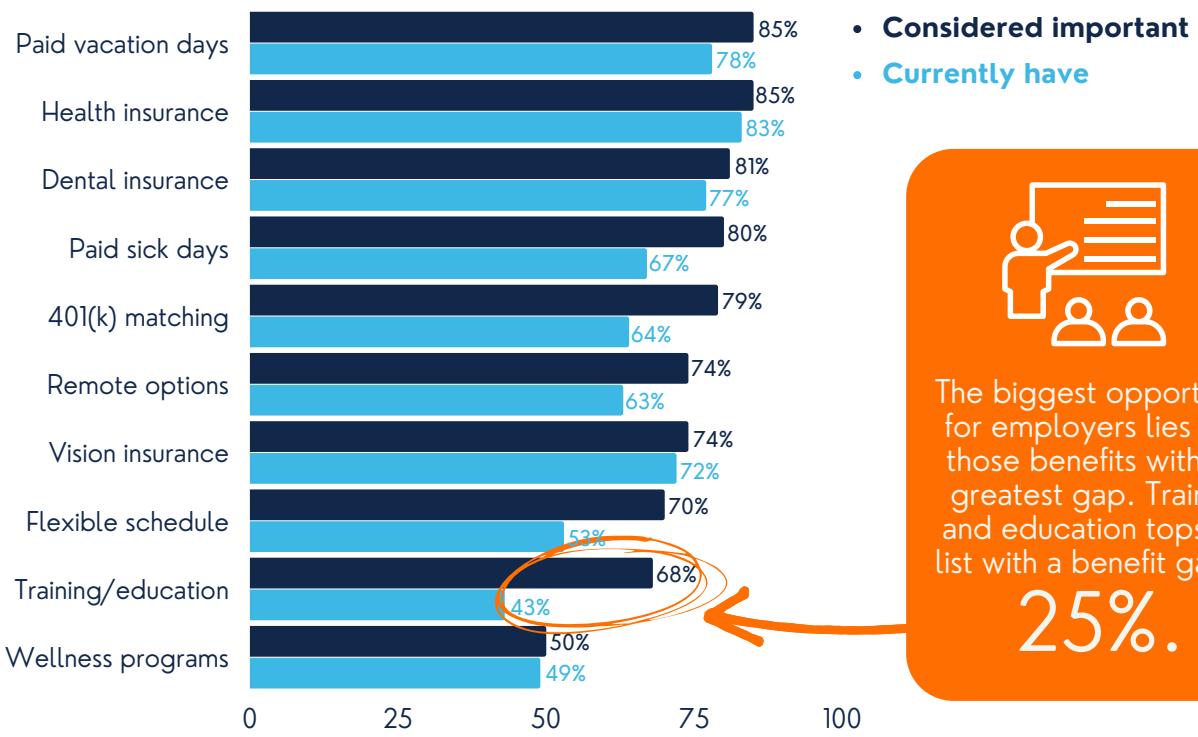
Top 10 tech hubs
(by average salary)

% increase from 2020 to 2021

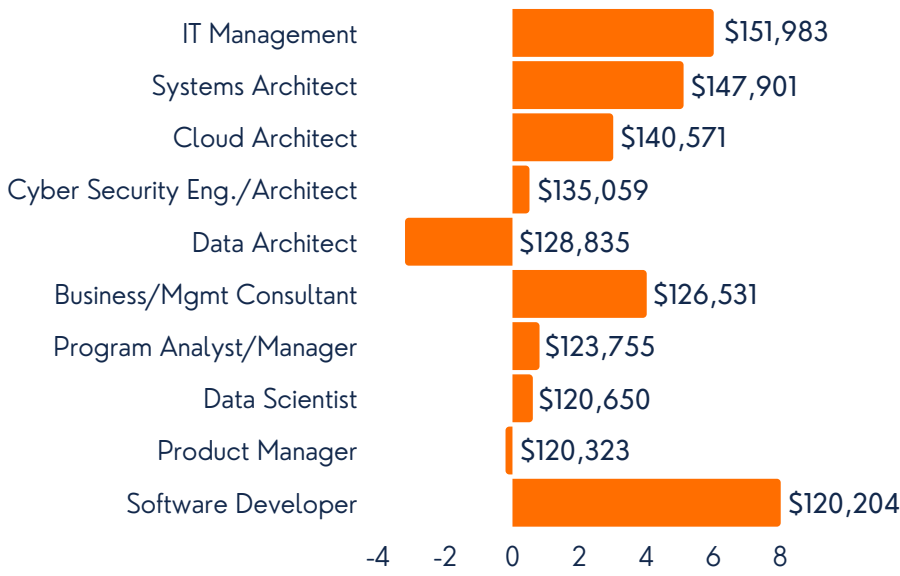| Tech Hub	% increase (approx.)
Silicon Valley (5%)	5
Seattle (11.2%)	11
New York City (1.1%)	1
Boston (3.5%)	3
San Diego (4.4%)	4.5
Denver (8.7%)	8.5
Los Angeles (10.2%)	10
Washington, D.C. (2.9%)	3
Austin (4.6%)	4.5
Atlanta (13.9%)	14

Average salaries in top tech hubs

- Seattle (2) $118,729
- Silicon Valley (1) $133,204
- Los Angeles (7) $113,658
- San Diego (5) $114,801
- Denver (6) $114,096
- Austin (9) $109,176
- Atlanta (10) $107,515
- Boston (4) $114,959
- New York City (3) $115,510
- Washington, D.C. (8) $112,697

The benefit gap: benefits employees have vs. those they find important

- Considered important
- Currently have

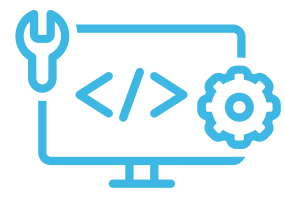| Benefit	Considered important	Currently have
Paid vacation days	85%	78%
Health insurance	85%	83%
Dental insurance	81%	77%
Paid sick days	80%	67%
401(k) matching	79%	64%
Remote options	74%	63%
Vision insurance	74%	72%
Flexible schedule	70%	53%
Training/education	68%	43%
Wellness programs	50%	49%

The biggest opportunity for employers lies with those benefits with the greatest gap. Training and education tops the list with a benefit gap of **25%.**

Top 10 tech occupations
(by average salary in 2021)

% change in 2021 vs. 2020

Occupation	Average salary
IT Management	$151,983
Systems Architect	$147,901
Cloud Architect	$140,571
Cyber Security Eng./Architect	$135,059
Data Architect	$128,835
Business/Mgmt Consultant	$126,531
Program Analyst/Manager	$123,755
Data Scientist	$120,650
Product Manager	$120,323
Software Developer	$120,204

Web Developer salary up

+21.3%

While not in the top 10 paying tech jobs, Web Developers experienced the largest jump in salary from 2020 to 2021.

Top 10 tech skills
(by average salary in 2021)

1. Solr ($143,464)
2. Mokito ($140,366)
3. Service Oriented Architecture (SOA) ($139,961)
4. RabbitMQ ($137,717)
5. Elasticsearch ($137,203)
6. Redis ($136,405)
7. PAAS ($134,894)
8. RDS ($133,651)
9. Dynamo DB ($133,651)
10. HANA ($133,302)

Top-paying skills
(growth % from 2020 to 2021)

Skill	Growth %
Solr	15.8%
Mokito	5.3%
SOA	5.1%
RabbitMQ	1.2%
Elasticsearch	6%
Redis	5.5%
PAAS	1.9%
RDS	10.9%
Dyanmo DB	5.6%
HANA	6.7%

For help with your IT hiring strategy, visit us at synergishr.com.