



INDUSTRY REPORT

The Most In-Demand Job Skills in IT & Engineering

The Evolving Skills Landscape

Q4 2024 EDITION

INDUSTRY REPORT:
**The Most In-Demand Job Skills
in IT & Engineering**

The Evolving Skills Landscape

2025 EDITION | Ceipal Corp.

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In 2025, the IT and engineering job markets continue to change rapidly, shaped in large part by advancements in artificial intelligence (AI). In fall of 2024, Ceipal once again partnered with customers to conduct a study of IT and engineering jobs with the goal of providing insights on market trends in these industries for staffing firms, employers, and job seekers alike. The study also aimed to highlight the changes in the job trends from 2022 to 2025.

This study collected 78,000+ anonymous job postings, which included titles, desired skills, locations, and salaries. With over 78,000 job postings analyzed, this report provides insights into the most in-demand jobs and skills, along with a comparison to hiring trends from 2022 to serve as a guide to all those navigating today's competitive labor market.

A Changing Landscape

For the past year, the staffing, recruiting, and talent industry has been talking about digital transformation, specifically the transformation brought about by the development of artificial intelligence (AI) technology. What was once seen as a futuristic idea, a “disruptive” technology, is now a familiar tool, making a profound impact on many industries, with IT and engineering at the forefront of this evolution. As we began this most recent study of jobs and skills, we anticipated that we would see a shift in the types of jobs and skills that employers were seeking based on AI’s tremendous impact.

The Skills Challenge

In the 2022 edition of this report, we discussed how the talent shortage should be viewed as primarily a skills shortage rather than a shortage of job seekers. In today’s labor market, the demand for skilled talent continues to grow, and the skills shortage continues to be a significant issue. The U.S. is still experiencing a skills shortage, and the reality of the situation is that technological evolution contributes to that deficit. IDC estimates that “more than 90% of organizations worldwide will feel the pain of the IT skills crisis” by next year. With the rapid rate of advancement, it’s more difficult than ever to keep up with the changing skills needed for jobs. Even experienced professionals must continually upskill to remain relevant in the market.

Employers face challenges in finding candidates with the right skill sets for today’s IT and engineering jobs. Staffing and recruiting teams struggle to build talent pools to meet the demands of technological markets. Job seekers strive to stay current and build their resumes with relevant skills to land in-demand jobs. Finding talent in IT and engineering isn’t just about filling roles—it’s about matching the right skills to evolving industry needs. As AI transforms the job market, demand is rising for professionals who can integrate AI, adapt to new technologies, and bring strong problem-solving abilities.

Continued Insight

Ceipal’s talent software helps employers and staffing professionals find skilled candidates and fill open positions. Our platform houses data that can provide great insight into hiring trends, especially in the IT and engineering fields.

As a leading provider of AI-powered talent solutions, Ceipal is uniquely positioned to leverage our data on job skills to help recruiters and staffing organizations stay informed and prepared for what the market needs. We’re committed to connecting people—with the right talent and with the right jobs—and providing the information in this report will ultimately help people to connect better.

The research in this study provides valuable insight into:

- **The most in-demand jobs in IT and engineering**
- **The most desirable skills in IT and engineering**
- **Salaries associated with top jobs and skills**
- **Locations of in-demand and highest-paying jobs and skills**



The Most In-Demand Job Skills in IT & Engineering

78,000+
Number of job postings used for this report

Posted by
700+ Recruiters

Data based on postings by
contingent staffing firms

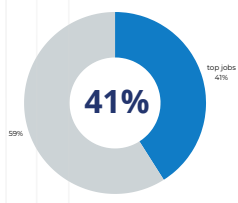
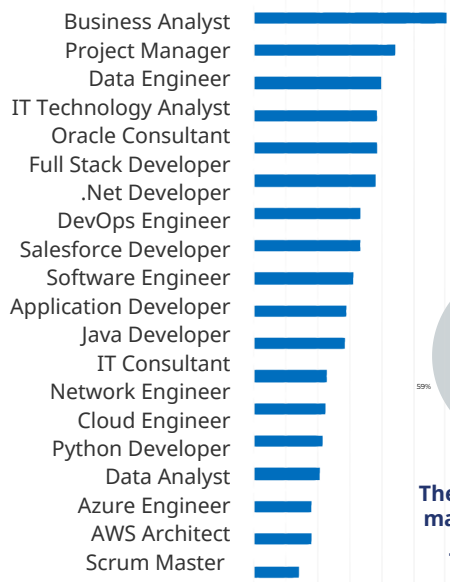


Top Job
Business Analyst
12% of the top jobs



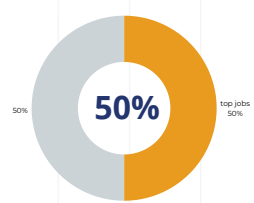
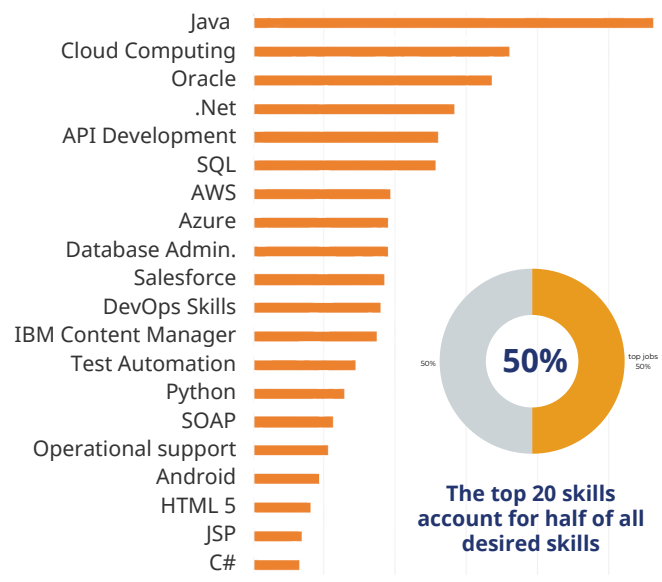
Top Skill
Java
14% of the top skills

Top 20 IT & Engineering Jobs



The top 20 job titles make up 41% of all jobs collected

Top 20 IT & Engineering Skills



The top 20 skills account for half of all desired skills



Highest Paying Job
Data Engineer
\$81.00/hour
\$168,480 annualized



Highest Paying Skill
DevOps
\$80.68/hour
\$167,814 annualized



Top Paying State
Washington
\$79.95/hour
\$166,296 avg. annual equivalent

***Finding talent** in IT and engineering isn't just about filling roles—
it's about **matching the right skills**
to evolving industry needs.*

The Top 20 Jobs

These are the 20 most in-demand jobs in the IT and engineering industries among 78,000 jobs sampled. Our list of top jobs makes up 41% of all jobs collected. Postings targeted highly qualified candidates who are experts in their respective fields. The majority of the positions are contingent, a type of employment that is a great predictor of overall labor market trends.

The most in-demand job in the IT and engineering industries for Q4 of 2024 was **Business Analyst**.

This position appeared in 3,908 postings, which accounted for 12% of the Top 20 Jobs in the study. The next most frequently appearing job was **Project Manager** (3,031), representing 9% of the top postings. The role of **Data Engineer** followed in third with 2,214 postings. The role of Software Engineer, which topped our 2022 in-demand job list, is still in demand, falling to the middle of the rankings.

Top 20 IT & Engineering Job Titles

| Job Title | Number of Postings | Frequency |
|-----------------------|--------------------|-----------|
| Business Analyst | 3908 | 5% |
| Project Manager | 3031 | 4% |
| Data Engineer | 2214 | 3% |
| IT Technology Analyst | 1998 | 3% |
| Oracle Consultant | 1934 | 2% |
| Full Stack Developer | 1930 | 2% |
| .Net Developer | 1901 | 2% |
| DevOps Engineer | 1670 | 2% |
| Salesforce Developer | 1660 | 2% |
| Software Engineer | 1569 | 2% |
| Application Developer | 1427 | 2% |
| Java Developer | 1446 | 2% |
| IT Consultant | 1132 | 1% |
| Network Engineer | 1114 | 1% |
| Cloud Engineer | 1079 | 1% |
| Python Developer | 1036 | 1% |
| Data Analyst | 913 | 1% |
| Azure Engineer | 903 | 1% |
| AWS Architect | 703 | 1% |
| Scrum Master | 702 | 1% |
| Total Jobs | 32,270 | |

By the Numbers

The top 20 jobs amounted to
32,270 out of 78,717 job postings.

Breakdown of Top Jobs

Average Pay for Top 20 IT & Engineering Job Titles

| Job Title | Salary* | Insight |
|-----------------------|-----------|---|
| Data Engineer | \$169,020 | <p>Although Business Analyst came in first in the Top 20 Jobs by count, it is not the highest paying job in the results, but ranked as the 19th highest paying job in the top 20 list. The job with the top-earning potential is Data Engineer with an average (annualized) salary of \$168,480.</p> <p>As these positions are geared toward highly skilled workers, even experts in their fields, the Top 20 Jobs all have excellent earning potential. Even the job that came in at number 20 position earns an average of \$131,040 a year. It is important to note that location of the jobs can be a factor in these findings, as employers in areas of higher population and higher cost of living typically offer higher salaries.</p> |
| IT Technology Analyst | \$166,732 | |
| IT Consultant | \$163,592 | |
| Software Engineer | \$158,641 | |
| Salesforce Developer | \$156,208 | |
| Azure Engineer | \$155,771 | |
| Project Manager | \$154,980 | |
| DevOps Engineer | \$154,648 | |
| AWS Architect | \$154,294 | |
| Cloud Engineer | \$152,921 | |
| Application Developer | \$152,276 | |
| Full Stack Developer | \$149,988 | |
| Scrum Master | \$148,366 | |
| Java Developer | \$146,057 | |
| .Net Developer | \$144,560 | |
| Oracle Consultant | \$143,769 | |
| Python Developer | \$142,480 | |
| Network Engineer | \$141,939 | |
| Business Analyst | \$137,571 | |
| Data Analyst | \$131,456 | |

*Annualized

About the Jobs

The top jobs require job seekers to have a certain set of specialized skills to be successful. This section contains an index of short descriptions of the top jobs with basic responsibilities, the skills typically needed, and the average annual salary (rounded) for each (adapted from Glassdoor).

Business Analyst

Average salary: \$138,000
#1 in job demand

A business analyst acts as a bridge between business stakeholders and technical teams, gathering and translating business requirements into functional specifications. **Skills:** Strong analytical abilities, excellent communication, process modeling, proficiency in business analysis tools, and problem-solving aptitude.

Project Manager

Average salary: \$155,000
#2 in job demand

Project managers oversee project planning, execution, and delivery, ensuring that projects are completed on time, within scope, and on budget. **Skills:** Leadership, organizational and time management skills, risk and budget management, effective communication, and familiarity with project management software.

Section 4 | Breakdown of Top Jobs

Data Engineer

Average salary: \$168,000

#3 in job demand

A data engineer designs, builds, and maintains the data architecture—including databases and large-scale processing systems—to enable robust data collection and analysis. **Skills:** Proficiency in SQL and programming languages (Python, Java, Scala), ETL (Extract, Transform, Load) processes, experience with big data frameworks (Hadoop, Spark), and strong data modeling skills.

IT Technology Analyst

Average salary: \$166,000

#4 in job demand

An IT analyst evaluates and recommends IT solutions and strategies, serving as a key advisor to align technology with business needs. **Skills:** Strong analytical and problem-solving skills, technical troubleshooting, an understanding of current and emerging technologies, and effective communication.

Oracle Consultant

Average salary: \$144,000

#5 in job demand

An Oracle consultant specializes in the development, implementation, and optimization of Oracle database solutions and applications. **Skills:** Expertise in Oracle SQL, PL/SQL, database administration, performance tuning, and familiarity with Oracle's suite of tools.

Full Stack Developer

Average salary: \$150,000

#6 in job demand

A Full Stack developer develops both the client-side (front-end) and the server-side (back-end) of applications, ensuring complete end-to-end development. **Skills:** Proficiency in front-end technologies (HTML, CSS, JavaScript) and back-end languages (such as Python, Java, or Node.js), experience with frameworks (React, Angular, Django), database management, and problem-solving.

.Net Developer

Average salary: \$145,000

#7 in job demand

.Net developers focus on building applications using Microsoft's .Net framework, which can include web, desktop, and mobile solutions. **Skills:** Proficiency in C#, ASP.Net, the .Net framework, MVC architecture, SQL, and strong debugging and problem-solving capabilities.

DevOps Engineer

Average salary: \$155,000

#8 in job demand

A DevOps engineer bridges the gap between development and operations by automating deployment pipelines, enhancing continuous integration/continuous deployment (CI/CD), and ensuring system reliability. **Skills:** Scripting (Python, Bash), experience with CI/CD tools (Jenkins, GitLab), containerization (Docker, Kubernetes), cloud platforms, automation, and strong troubleshooting skills.

Salesforce Developer

Average salary: \$156,000
#9 in job demand

A Salesforce developer develops custom applications and integrations on the Salesforce platform to extend its functionality and meet specific business requirements. **Skills:** Proficiency in Apex programming, Visualforce, the Lightning framework, understanding of CRM processes, and problem-solving abilities.

Software Engineer

Average salary: \$158,000
#10 in job demand

A software engineer designs, develops, tests, and maintains software systems and applications across various platforms and industries. **Skills:** Mastery of programming languages (Java, C++, Python, etc.), solid grasp of algorithms and data structures, system design principles, and debugging proficiency.

Application Developer

Average salary: \$152,000
#11 in job demand

Application developers focus on designing and building software applications tailored to specific user or business needs, often emphasizing usability and performance. **Skills:** Expertise in relevant programming languages (such as Java, Swift, or Kotlin), familiarity with the software development lifecycle, and strong problem-solving skills.

Java Developer

Average salary: \$164,000
#12 in job demand

Java developers specialize in developing applications and server-side solutions using the Java programming language and associated frameworks. **Skills:** Proficiency in Java, familiarity with frameworks like Spring and Hibernate, understanding of object-oriented programming, and strong problem-solving abilities.

IT Consultant

Average salary: \$164,000
#13 in job demand

An IT consultant provides expert advice and solutions to organizations on how to leverage technology to achieve business objectives, often managing change and strategic implementations. **Skills:** Excellent analytical and communication skills, business acumen, project management, and comprehensive technical knowledge.

Network Engineer

Average salary: \$141,000
#14 in job demand

A network engineer designs, implements, and maintains computer networks to ensure reliable and secure connectivity for an organization. **Skills:** In-depth understanding of networking protocols, hardware configuration, network security practices, troubleshooting, and hands-on experience with network equipment.

Section 4 | Breakdown of Top Jobs

Cloud Engineer

Average salary: \$153,000
#15 in job demand

A cloud engineer designs, deploys, and manages cloud-based infrastructures, ensuring that systems are scalable, secure, and efficient. **Skills:** Proficiency in cloud platforms, virtualization, containerization, automation, networking, and security best practices.

Python Developer

Average salary: \$142,000
#16 in job demand

A python developer develops software applications, scripts, and automation tools using Python, often applied to web development, data analysis, and machine learning. **Skills:** Expertise in Python programming, familiarity with frameworks (such as Django or Flask), strong scripting abilities, and problem-solving skills.

Data Analyst

Average salary: \$131,000
#17 in job demand

This position analyzes datasets to extract actionable insights and trends, often using statistical methods to support business decision-making. **Skills:** Proficiency in data visualization tools, statistical analysis, SQL, Excel, and programming languages (Python or R), combined with strong analytical thinking.

Azure Engineer

Average salary: \$156,000
#18 in job demand

An Azure engineer specializes in designing, deploying, and managing solutions on Microsoft's Azure cloud platform, ensuring optimal performance and security. **Skills:** Deep understanding of Azure services, cloud architecture design, automation, security, and networking.

AWS Architect

Average salary: \$148,000
#19 in job demand

An AWS architect designs and oversees the implementation of scalable, secure, and cost-effective solutions on Amazon Web Services (AWS). **Skills:** Extensive knowledge of AWS services, cloud architecture best practices, security protocols, networking, and automation strategies.

Scrum Master

Average salary: \$148,000
#20 in job demand

A scrum master facilitates agile project management by guiding teams in adopting Scrum practices, ensuring effective communication, and removing impediments to progress. **Skills:** Strong understanding of agile methodologies, excellent facilitation and conflict resolution skills, effective communication, and organizational proficiency.

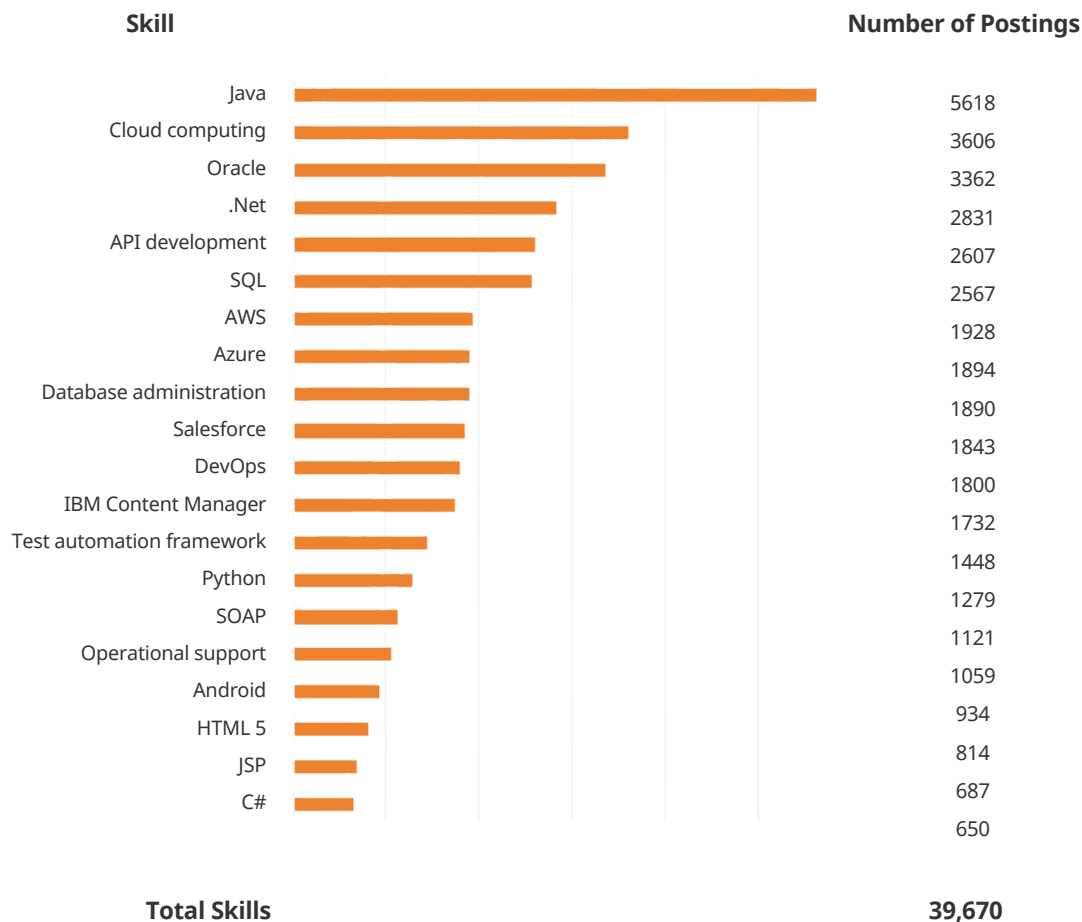
The Top 20 Skills

Determining the most valuable and highly desired skills in IT and engineering is key in addressing the current hiring challenges. The Top 20 Skills shown here **amounted to a demand of almost 40,000 skills**. The most frequently appearing skills in all postings were evaluated to determine the most desirable skills overall.

Java is by far the most in-demand skill required (or perhaps expected) by employers in IT and engineering today.

Java accounted for just over 5,600 postings, or 14% of the top skills seen above. **Cloud computing** is the next highly desired skill with 3,606 postings. Oracle, .Net, API development, and SQL are also very highly desirable skills, all appearing over 2,000 times in postings.

Top 20 IT & Engineering Skills



By the Numbers

The top 20 skills amounted to
a demand of almost 40,000 skills.

Breakdown of Top Skills

Average Pay for Top 20 IT & Engineering Skills

| Job Title | Salary* |
|---------------------------|-----------|
| DevOps | \$167,814 |
| Azure | \$156,956 |
| SQL | \$156,000 |
| Oracle | \$156,000 |
| HTML 5 | \$154,793 |
| AWS | \$154,752 |
| .Net | \$153,795 |
| SOAP | \$152,006 |
| Database administration | \$148,116 |
| Java | \$147,680 |
| Android | \$145,496 |
| Test automation framework | \$145,475 |
| Cloud computing | \$144,476 |
| JSP | \$143,520 |
| Python | \$142,584 |
| Operational support | \$142,064 |
| Salesforce | \$140,878 |
| IBM Content Manager | \$137,404 |
| API development | \$124,800 |
| C# | \$123,344 |

Insight

The Top 20 Skills account for 50% of all desired skills in our study, which indicates that employers are interested in, or expect job seekers to have, a wide range of skills. Similar to the top 20 jobs list, the most in-demand skill, **Java**, is not the highest paid skill. **DevOps**, the highest paid skill with an average salary of \$168,000, falls firmly in the middle of the top skills demand. Despite the change in ranking, all the top skills are highly paid, and several of the top skills, such as Oracle, SQL, AWS, and Azure, also fall in the top half of the highest-paid salary range, earning more than \$150,000 a year.

Many of the top skills listed are in demand for jobs that center around AI and Machine Learning (ML). Though we did not find a large volume of job titles or skills listed specifically as “AI” or “ML,”—job titles with AI/ML only showed up 125 times in the dataset—**many of the top 20 skills are essential to AI-centered jobs**, including, cloud computing, AWS, Azure, DevOps, SQL, and programming languages like Java and Python. Given that employers tend to be interested in multiple skills, and not just one of two, candidates who want to gain an advantage in their job searches should consider upskilling to be more marketable. Candidates who specialize in certain sectors and have multiple skills have the potential to earn more.

About the Skills

This section contains an index of short descriptions of the top skills by order of frequency with the average annualized salary for each. Of note: many of these in-demand skills require knowledge of other skills.

Java

Average salary: **\$148,000**
#1 in skill demand

Java is a versatile, object-oriented programming language widely used for web, mobile, and enterprise applications. This skill is widely desired in AI positions. **Job opportunities:** Java Developer, Software Engineer, Backend Developer, Mobile App Developer (Android).

Cloud Computing

Average salary: **\$144,000**
#2 in skill demand

Cloud computing enables businesses to store and manage data and applications on remote servers instead of local computers. **Job opportunities:** Cloud Engineer, Cloud Architect, DevOps Engineer, Site Reliability Engineer.

Section 6 | Breakdown of Top Skills

Oracle

Average salary: \$156,000
#3 in skill demand

Oracle is a leading relational database management system (RDBMS) used in enterprise environments. **Job opportunities:** Database Administrator, Oracle Developer, Data Analyst, ERP Consultant.

.Net

Average salary: \$154,000
#4 in skill demand

.NET is a software framework by Microsoft used for building web, desktop, and mobile applications. **Job opportunities:** .NET Developer, Full Stack Developer, Software Engineer.

API Development

Average salary: \$156,000
#5 in skill demand

API (Application Programming Interface) development involves designing and building interfaces that enable software applications to communicate. **Job opportunities:** API Developer, Backend Developer, Integration Engineer.

SQL

(Structured Query Language)
Average salary: \$156,000
#6 in skill demand

SQL (Structured Query Language) is used to manage and query relational databases. **Job opportunities:** Database Administrator, Data Analyst, Business Intelligence Analyst, Software Engineer.

AWS

(Amazon Web Services)
Average salary: \$155,000
#7 in skill demand

AWS is a leading cloud platform, offering computing, storage, and networking solutions. **Job opportunities:** AWS Cloud Engineer, Solutions Architect, DevOps Engineer.

Azure

Average salary: \$157,000
#8 in skill demand

Azure is Microsoft's cloud platform, offering infrastructure, AI, and analytics solutions. **Job opportunities:** Azure Cloud Engineer, Cloud Administrator, Solutions Architect.

Database Administration

Average salary: \$148,000
#9 in skill demand

Refers to managing, securing, and optimizing databases to ensure efficient data storage and retrieval. **Job opportunities:** Database Administrator, Data Engineer, SQL Developer.

Salesforce

Average salary: \$141,000
#10 in skill demand

A leading customer relationship management (CRM) platform used for sales, marketing, and automation. **Job opportunities:** Salesforce Administrator, Salesforce Developer, CRM Consultant.

DevOps

Average salary: \$168,000
#11 in skill demand

DevOps combines software development and IT operations to improve software deployment and automation. **Job opportunities:** DevOps Engineer, Site Reliability Engineer, Automation Engineer.

Section 6 | Breakdown of Top Skills

IBM Content Manager

Average salary: \$137,000
#12 in skill demand

IBM's enterprise content management system that helps businesses manage and organize digital assets. **Job opportunities:** Content Management Specialist, IBM Developer, ECM Consultant.

Test Automation Framework

Average salary: \$145,000
#13 in skill demand

A structured system used to automate software testing processes, improving efficiency and reliability. **Job opportunities:** Test Automation Engineer, QA Engineer, Software Tester.

Python

Average salary: \$143,000
#14 in skill demand

Python is a powerful, easy-to-learn programming language used in web development, data science, AI, and automation. **Job opportunities:** Python Developer, Data Scientist, Machine Learning Engineer.

Operational Support

Average salary: \$142,000
#15 in skill demand

Ensures smooth IT operations by troubleshooting, maintaining systems, and providing technical support. **Job opportunities:** IT Support Specialist, System Administrator, Operations Analyst.

SOAP

(Simple Object Access Protocol)
Average salary: \$152,000 #16 in skill demand

A messaging protocol used for exchanging structured information between web services. **Job opportunities:** Web Services Developer, Integration Engineer, API Engineer.

Android

Average salary: \$145,000
#17 in skill demand

Android is the world's most popular mobile operating system, used in app development. **Job opportunities:** Android Developer, Mobile App Developer, Software Engineer.

HTML5

Average salary: \$155,000
#18 in skill demand

The latest version of HTML (Hypertext Markup Language) used for structuring and presenting web content. **Job opportunities:** Front-End Developer, Web Developer, UI/UX Designer.

JSP

(JavaServer Pages)
Average salary: \$144,000
#19 in skill demand

A technology used for building dynamic web applications in Java. It is part of the Java 2 Enterprise Edition. **Job opportunities:** Java Developer, Web Developer, Backend Engineer.

C#

Average salary: \$123,000
#20 in skill demand

A Microsoft programming language used for game development, web applications, and enterprise software. **Job opportunities:** C# Developer, .NET Developer, Game Developer.

Top Paying States

Where will you find the highest pay for these top job skills? According to Ceipal's data, jobs in the state of Washington offer the average highest pay to skilled, contingent workers. It is important to note that the location of an employer affects pay, and cost of living is definitely a factor in determining salary.

The states on this list have large cities with a high cost of living expenses, which results in jobs with higher salaries. This information may be of special interest to job seekers. Employers today are looking for skills over location, so remote workers in IT and engineering can use this to an advantage.

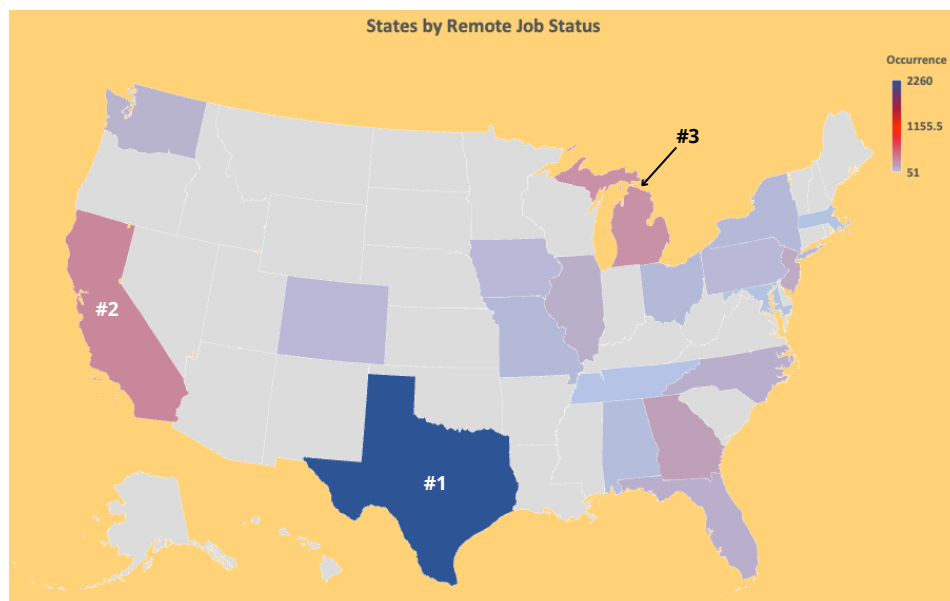
Top 10 Highest Paying States

| State | Average Hourly Rate | Salary |
|----------------|---------------------|-----------|
| Washington | \$79.95 | \$166,296 |
| Texas | \$75 | \$156,000 |
| California | \$74.32 | \$154,586 |
| New York | \$73.45 | \$152,776 |
| New Jersey | \$73 | \$151,840 |
| Virginia | \$72.74 | \$151,299 |
| North Carolina | \$71.42 | \$148,554 |
| Colorado | \$70.58 | \$146,806 |
| Georgia | \$70 | \$146,349 |
| Minnesota | \$69.90 | \$145,392 |

Remote Postings

Remote and flexible work models have been a hot topic since the pandemic. While remote postings fell in sharply in 2023, job postings in "high-remote sectors" are on the rise again, according to [a study by Hiring Lab](#). This, in addition to a lack of information about work model in job descriptions, can explain why

remote postings only accounted for about 16% of all the job postings in the dataset. The map shows the 20 states with the most remote job postings in our data. **Texas** came in first with over 2,000 remote jobs. **California and Michigan** followed in second and third, respectively.



Key Takeaways

2025 Job Trends

Ceipal's list of the top 20 in-demand jobs accounted for 41% of all the job postings in our collected data. This is significantly less than the 83% from our 2022 study. However, this indicates that there are more job titles being posted now, and that jobs titles are more diverse than two years ago. These findings can be a valuable guide to staffing firms, employers, and job seekers in developing a strategy for hiring and job searching in 2025.

The AI Impact

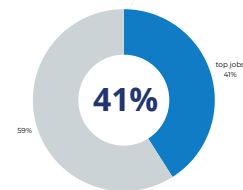
The research shows that AI has influenced hiring needs. AI-driven automation has increased demand for business and data analysts, cloud engineers and cybersecurity specialists since our last study. The findings in this study also show that AI isn't replacing jobs but reshaping them and creating new jobs that require AI skills. While machines are adept at processing vast amounts of data, AI will not replace human creativity, problem-solving, and reasoning. In fact, AI needs those human traits to evolve and perform better.

A Data-Driven Strategy

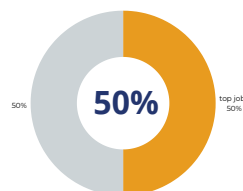
Ceipal's data presents the current trends and requirements for jobs in IT and engineering. The Top 20 Jobs and Top 20 Skills show an accurate picture of what employers need from candidates right now and can help firms to evaluate their own data. Technology can help staffing firms and employers address the skills issue by building a better talent pool, fostering better relationships, and upskilling to retain employees.

All About the Skills

The top 20 skills of Q4 2024 make up half of all desired skills in the dataset, up from 30% in 2022. It is clear that employers are still seeking a wide range of skills for open positions. Many job roles seem to require a combination of technical expertise and business knowledge. In addition to the new AI skills and technical skills currently in demand, the demand for soft skills is growing. Technical skills will always be necessary for any given job, but soft skills, such as problem-solving, communication, and teamwork, are human capabilities that artificial intelligence cannot replicate.



The top 20 job titles make up 41% of all jobs collected



The top 20 skills account for half of all desired skills



We're seeing increased demand for professionals who can integrate AI into business processes, as well as for roles like AI engineers, machine learning specialists, and cybersecurity experts. At the same time, technical skills alone are no longer enough—employers are prioritizing problem-solving, adaptability, and communication to ensure long-term success in an AI-powered world.

Sameer Penakalapati, Founder and CEO, Ceipal

Final Thoughts

As the technology revolution continues, the strategies and tools used to find and retain skilled professionals must evolve as well, and those who have embraced new technology in their hiring practices have been able to make new opportunities. The market is still in the midst of a skills shortage; however, adoption of AI, automation, and advanced analytics is reshaping the way recruiters identify, engage, and place candidates. Recruiters can now use automation in their workflows to find talent quicker and to communicate more efficiently.

But this is just one piece of the puzzle. Staffing firms and employers must ensure that they are curating the right skills to be successful. Strategic use of technology plus the knowledge of the most in-demand skills in the industry can help staffing organizations meet the challenge. With the right data analytics, organizations can evaluate their own talent pools for the necessary skills and adjust accordingly.

The top job skills in IT and engineering study can act as a reference for recruiters who want to build their talent pools or target specific jobs. It can also serve to help in upskilling the candidates that recruiters and employers worked so hard to find, engage, and hire. Upskilling is a very effective way to increase retention of good talent, and a way to stay prepared in the face of continual technological advancement.



About Ceipal

Ceipal provides AI-powered staffing software that helps staffing, recruiting, and talent professionals work more efficiently while keeping people at the center of their work. With its advanced technology, Ceipal simplifies the process of finding, hiring, and managing talent, allowing teams to focus on making meaningful connections. Headquartered in Rochester, New York, with research and development in Hyderabad, India, Ceipal is founder-led and has over 500 employees worldwide. For more information, visit www.ceipal.com or follow Ceipal on [LinkedIn](#).

The industry will undoubtedly be dealing with a skills shortage for some time to come, but organizations and candidates can take steps to remain competitive. *The Most In-Demand Job Skills in IT & Engineering* report offers a clear view of today's hiring trends and presents a guide for staffing firms, employers, and job seekers to navigate the road to success.

References

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