

BURNING GLASS: CAREERS IN FOCUS

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BURNING GLASS TECHNOLOGIES
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NABE Big Data Conference

THE BURNING GLASS ENGINE TRANSFORMS BIG DATA...

The database of
real-time labor
demand

From more
than 40,000
sources daily

500 million jobs,
50 million resumes

THE BURNING GLASS ENGINE

...INTO ACTIONABLE INSIGHT



Drawing conclusions

Insight from in-demand skills and real-life career patterns



A common language

Proprietary taxonomy for valid comparisons



Tagging and structuring

70+ elements of metadata

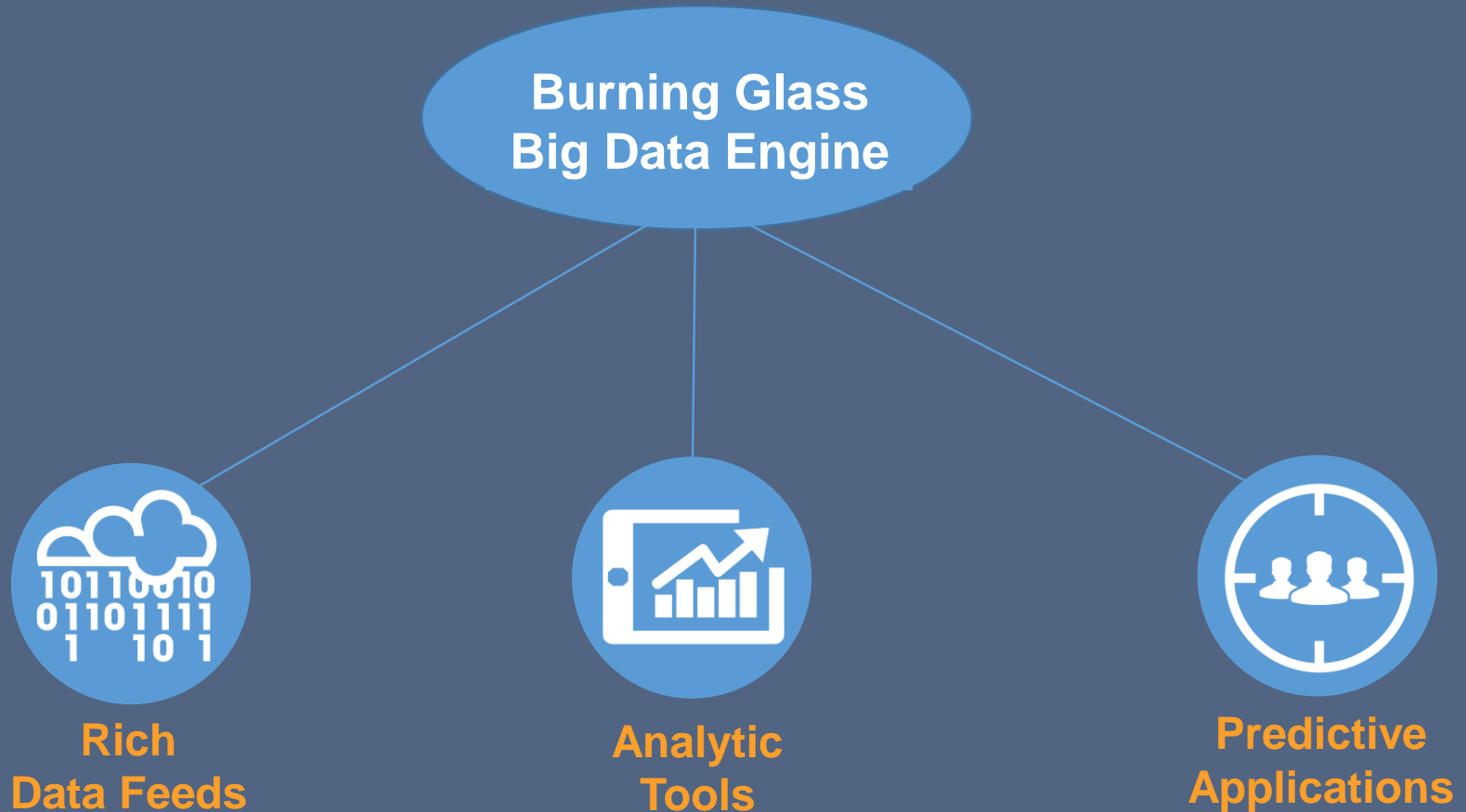


Capturing job market data

3.4 million active, unique jobs daily

OUR PRODUCTS

DELIVER DATA, TOOLS, AND ANALYSIS



OUR PRODUCTS TRANSFORM TWO KEY MARKETS



Learning and Education



Employers

OUR CLIENTS

SPAN WORK AND LEARNING

Google



Bloomberg



BROOKINGS



HARVARD BUSINESS SCHOOL

McKinsey & Company



Singapore Government
Integrity · Service · Excellence



UNITED STATES
DEPARTMENT OF LABOR

JPMORGAN CHASE & Co.

OUR RESEARCH DRIVES DEBATE



EDUCATION

Kids start honing their cybersecurity skills early



The skills employers are looking for

THE WALL STREET JOURNAL

TECH

Tech Workers Get Choosy About Changing Jobs

Fearing a startup shakeout, Silicon Valley's engineers, others are playing it safe



CONGRESS BLOG
THE HILL'S FORUM FOR LAWMAKERS AND POLICY PROFESSIONALS

February 03, 2016, 06:00 am

Why TPP isn't the real problem for American jobs

By Joe Foweraker and Matt Sigelman

**INSIDE
HIGHER ED**

Getting Past the Lazy Debate

There's an easy answer to the question of whether students should pursue liberal arts or more vocational majors, argues Matthew Sigelman, and it will allow liberal arts graduates to virtually double their current employability.

HUFFPOST EDUCATION

March Madness Lesson: How 'And One' Can Boost Your Career

NEW BREED OF LABOR DATA

COMPARING TRADITIONAL AND REAL TIME LABOR DATA

Traditional Economic Data

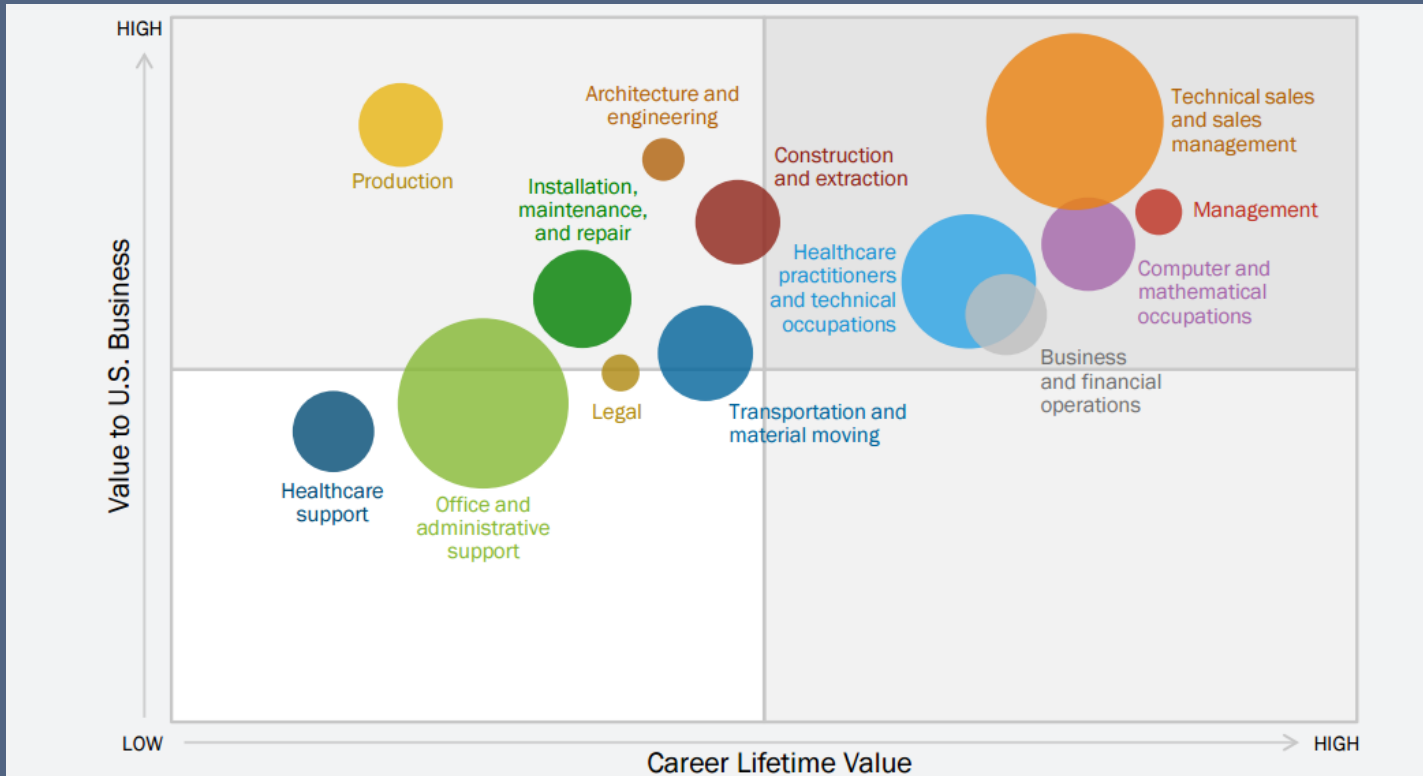
- Typically generated from surveys
- Designed to track macroeconomic trends
- Typically focus on industry
- Consistent validated methodology and samples
- Backwards compatible over years or decades
- Limited insight into composition of results

Real-Time Labor Market Data

- Derived from parsed job postings
- Data are available in real-time
- Data can be decomposed across many dimensions
- Increased ability to break data down by geography
- Ability to track evolution of jobs and skills into the market

MIDDLE SKILL JOBS

IMPORTANCE OF MIDDLE-SKILL JOBS TO U.S. COMPETITIVENESS



Note: Bubble size reflects relative number of job postings.³⁴

Sources: Bureau of Labor Statistics, 2013 Occupational Employment Statistics dataset; Bureau of Economic Analysis; Accenture Middle-Skills Survey 2014 and industry subject matter experts; Burning Glass Technologies' database of online job postings for 2013. For a detailed methodology, see Appendix I on Page 29. The number of construction and extraction jobs is an estimate.

<http://burning-glass.com/research/middle-skills/>

HYBRID JOB GROWTH

A **key trend** is jobs that combine skills from different fields, such as technology and marketing, or product management and data analytics



WEB
DEVELOPMENT
AND DESIGN

67,250
JOB COUNT
LAST 12 MONTHS

3%
CHANGE SINCE 2011

\$87,217
AVG. SALARY



DIGITAL
MARKETING &
MARKETING
AUTOMATION

45,991
JOB COUNT
LAST 12 MONTHS

145%
CHANGE SINCE 2011

\$76,783
AVG. SALARY



PROJECT
MANAGEMENT

40,752
JOB COUNT
LAST 12 MONTHS

7%
CHANGE SINCE 2011

\$106,471
AVG. SALARY



USER
EXPERIENCE /
USER
INTERFACE
(UI/ UX)

29,825
JOB COUNT
LAST 12 MONTHS

15%
CHANGE SINCE 2011

\$99,177
AVG. SALARY



MOBILE
DEVELOPMENT

41,032
JOB COUNT
LAST 12 MONTHS

135%
CHANGE SINCE 2011

\$111,380
AVG. SALARY



DATA
ANALYTICS

41,000
JOB COUNT
LAST 12 MONTHS

372%
CHANGE SINCE 2011

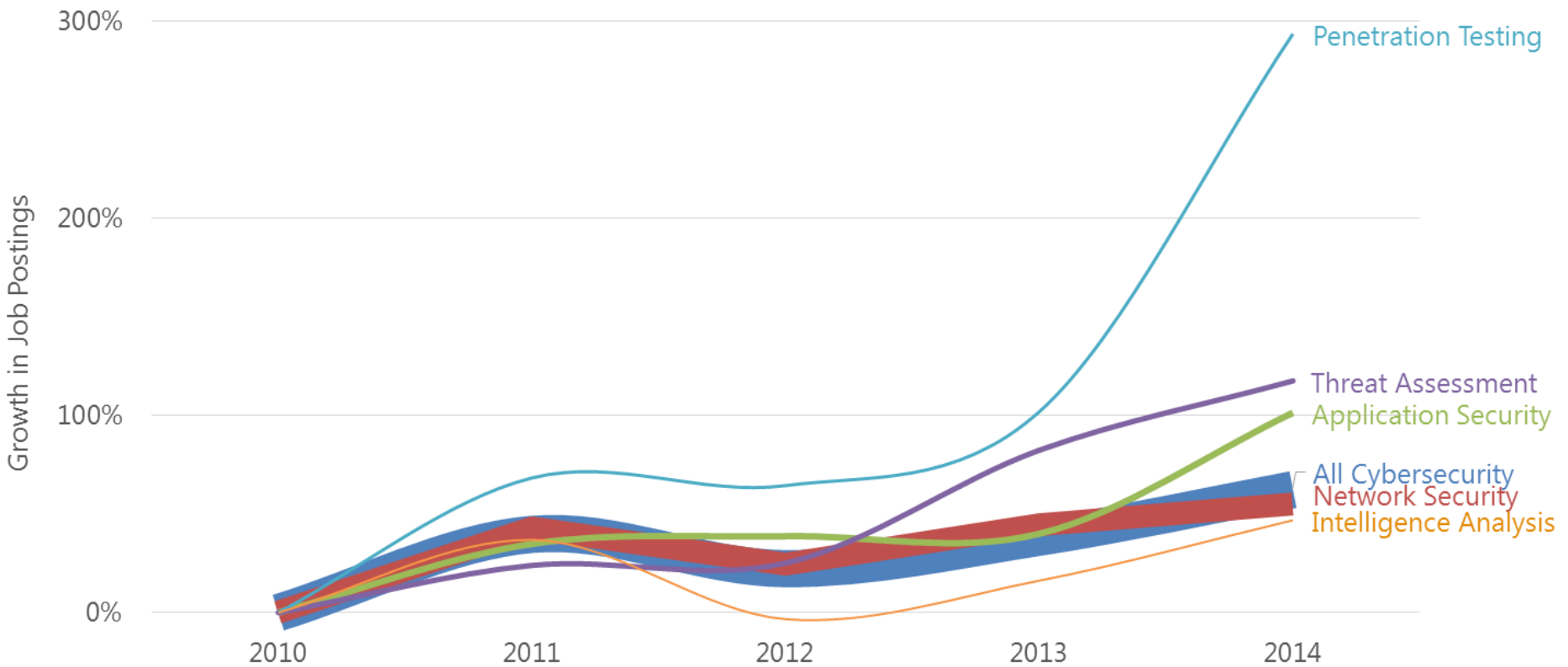
\$105,540
AVG. SALARY

<http://burning-glass.com/research/hybrid-jobs/>

TRACKING MARKET SPECIALIZATION

RAPID GROWTH IN SPECIALIZED CYBER ROLES

Cybersecurity Market Segments



*Line thickness scaled to number of 2014 postings.

THE MARKET FOR SKILLS

WHAT SKILLS ARE IN HIGH DEMAND?

	Top IT Skills (Total postings)	Highest Paying Skills (Mean advertised salary)
1.	SQL	MapReduce
2.	Java	Pig
3.	Oracle	Machine Learning
4.	Javascript	Natural Language Processing
5.	Linux	Apache Hive
6.	SAP	Cerner
7.	.NET	Scala
8.	C++	Data Science
9.	Sharepoint	SAP Technical Architecture
10.	jQuery	Apache Hadoop

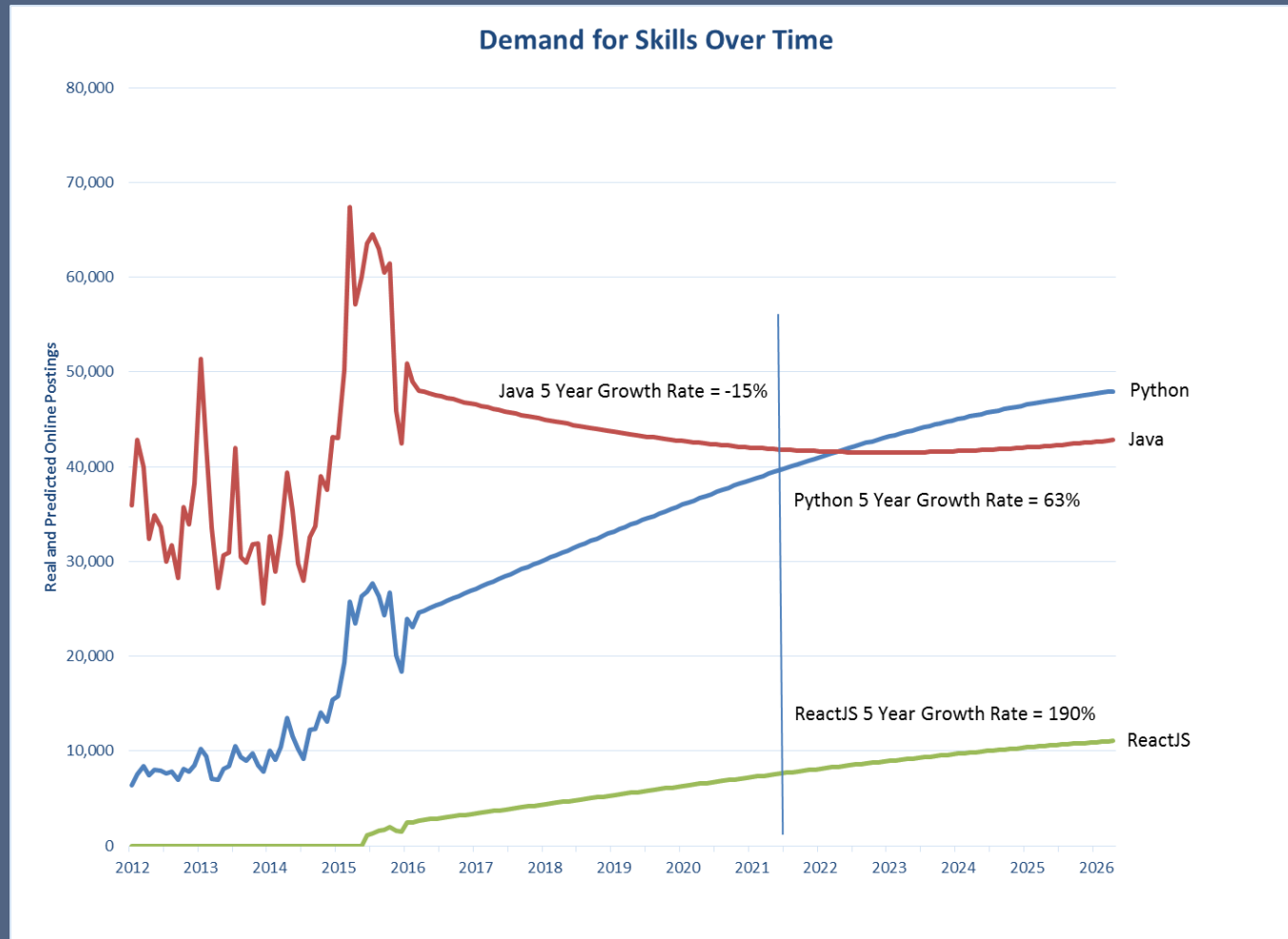
THE MARKET FOR SKILLS

WHERE IS THE MARKET STRESSED?

	Fastest Growing Skills (24 month projections)	Hardest to Fill IT Skills (Mean posting duration)
1.	Data Science	Cloud Security
2.	Ansible	Jboss Application Server
3.	Docker	Metadata Design
4.	Oracle Cloud	Solaris
5.	Microsoft Azure	Integration Architecture
6.	ElasticSearch	Distributed Computing
7.	AngularJS	Information Architecture
8.	Tableau	Apache Kafka
9.	GruntJS	Web Services Security
10.	Machine Learning	Salesforce Integration

SKILL PROJECTIONS

USING BIG DATA TO TRACK THE SKILLS OF THE FUTURE



QUESTIONS?