

# Data Appendix

## PHP National -

### Assess the Competition

#### Competitive concentration

Am I competing with a few dominant employers or many equal employers?







	Percent		Percent		Percent
PricewaterhouseCoopers	3%	IBM	0.92%	Microsoft	0.59%
Merakey	3%	Amazon	0.86%	Synopsys	0.56%
Facebook	2%	Amazon Web Services	0.83%	Deloitte	0.48%
Johnson & Johnson	1.93%	Amazon.com Services, Inc	0.82%	University of Alaska	0.48%
Oracle	1.89%	Booz Allen Hamilton	0.76%	Leidos	0.48%
NHS Human Services	1.77%	Universal Health Services	0.74%	KPMG	0.45%
Collage.com	1.10%	General Dynamics	0.65%	RSM US LLP	0.42%





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	Percent		Percent		Percent
Salesforce.com	<b>0.40%</b>	LaunchCode	<b>0.25%</b>	Vbeyond Corporation	<b>0.20%</b>
CACI International	<b>0.40%</b>	Presbyterian Healthcare Servic...	<b>0.25%</b>	Perspecta	<b>0.19%</b>
Cisco	<b>0.37%</b>	Hartford Hospital	<b>0.25%</b>	AT&T	<b>0.19%</b>
Ernst & Young	<b>0.32%</b>	Avacend, Inc	<b>0.25%</b>	Tesla Motors	<b>0.17%</b>
University Of California	<b>0.32%</b>	Affiliated Engineers, Inc.	<b>0.24%</b>	Splunk	<b>0.17%</b>
SAIC	<b>0.31%</b>	Verizon	<b>0.24%</b>	Providence Health & Services	<b>0.17%</b>
Apple	<b>0.31%</b>	Arbour Counseling Services	<b>0.24%</b>	Quicken Loans	<b>0.17%</b>
PayPal	<b>0.31%</b>	Perficient, Inc.	<b>0.22%</b>	CenturyLink	<b>0.17%</b>
Capgemini	<b>0.29%</b>	PIH Health	<b>0.22%</b>	BAE Systems Group	<b>0.17%</b>
Raytheon	<b>0.29%</b>	Duke University	<b>0.22%</b>	KONICA MINOLTA	<b>0.17%</b>
Caterpillar Inc.	<b>0.29%</b>	Northrop Grumman	<b>0.20%</b>	Twilio Inc.	<b>0.17%</b>
CloudBeds Inc.	<b>0.27%</b>	Spectrum	<b>0.20%</b>	CBS CORPORATION	<b>0.17%</b>
The Walt Disney Company	<b>0.27%</b>	Pfizer	<b>0.20%</b>	Multicare Health System	<b>0.17%</b>
ACCENTURE	<b>0.27%</b>	Adobe	<b>0.20%</b>	HCA - The Healthcare Company	<b>0.17%</b>
Wells Fargo	<b>0.26%</b>	Built-in	<b>0.20%</b>	Viacom	<b>0.16%</b>


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	Percent		Percent		Percent
The University of Utah	0.16%	GitLab	0.14%	Softtune Technologies Inc	0.12%
NTT DATA	0.16%	FCSpSy	0.13%	Squire Patton Boggs	0.12%
Springstone, Inc	0.15%	Giving Forward	0.13%	UNITED NATIONS	0.12%
Fuller Hospital -	0.15%	Jacobs	0.13%	VERIZON MEDIA Co, Ltd.	0.12%
Acadia Healthcare	0.15%	SLACK Incorporated	0.13%	Wayfair	0.12%
Frontier Communications Corpor...	0.15%	Two95 International Inc.	0.13%	BDO	0.12%
Lockheed Martin	0.15%	Momentum Group	0.13%	Dealer Inspire	0.11%
Discovery Inc.	0.15%	Parsons	0.13%	eiWorkflow Solutions	0.11%
Rogers Memorial Hospital	0.14%	Abbott Laboratories	0.13%	NBC Universal	0.11%
Etsy Inc	0.14%	SAP	0.13%	Insight Enterprises, Inc.	0.11%
University of Pennsylvania	0.14%	Sparrow Health System	0.13%		
Sugarcrm, Inc	0.14%	ComputerWorks Technologies	0.13%		

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### Sample competitor postings

How do current postings compare to one another?

Company name	Edkal Technologies pvt ltd	Zyxware Technologies	NTT DATA SERVICES	Kohlisys
Provided title	PHP LEAD	PHP Developer	PHP Developer	PHP Developer
Skills required	Legacy code	PHP frameworks	Responsive web design	Git
Certifications required	N/A	N/A	N/A	N/A
Education level required	Associate Level	Associate Level	Bachelor's Degree	Associate Level
Experience required	Senior (8+ yrs)	Senior (8+ yrs)	Senior (8+ yrs)	Mid-level (3-7 yrs)
Link to job posting	<a href="#">Dice</a>	<a href="#">Dice</a>	<a href="#">NTT DATA SERVICES</a>	<a href="#">Dice</a>





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## Explore solutions





### Alternative locations

What other locations should I consider?

Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary ( \$ )
1. New York-Newark-Jersey City MSA, NY	43,238	1,034	Moderate	Slightly difficult	\$137,900
2. Los Angeles-Long Beach-Anaheim MSA, CA	27,684	596	Moderate	Slightly difficult	\$115,800
3. Washington-Arlington-Alexandria MSA, DC	21,400	1,202	Low	Moderately difficult	\$145,000
4. Chicago-Naperville-Elgin MSA, IL	16,897	588	Low	Slightly difficult	\$113,650
5. San Francisco-Oakland-Hayward MSA, CA	15,409	654	Low	Moderately difficult	\$160,400
6. Dallas-Fort Worth-Arlington MSA, TX	14,483	379	Moderate	Slightly difficult	\$126,800
7. Boston-Cambridge-Newton MSA, MA	12,506	499	Low	Moderately difficult	\$92,900
8. Atlanta-Sandy Springs-Roswell MSA, GA	11,814	313	Low	Slightly difficult	\$125,100
9. Philadelphia-Camden-Wilmington MSA, PA	11,024	550	Low	Difficult	\$69,200

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Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary ( \$ )
<b>10.</b> Miami-Fort Lauderdale-West Palm Beach MSA, FL	10,212	179	Moderate	Slightly difficult	\$101,500
<b>11.</b> San Jose-Sunnyvale-Santa Clara MSA, CA	8,921	297	Low	Moderately difficult	\$158,950
<b>12.</b> Seattle-Tacoma-Bellevue MSA, WA	8,320	442	Low	Moderately difficult	\$151,150
<b>13.</b> Houston-The Woodlands-Sugar Land MSA, TX	7,021	147	Moderate	Slightly difficult	\$120,450
<b>14.</b> Denver-Aurora-Lakewood MSA, CO	6,433	311	Low	Moderately difficult	\$134,500
<b>15.</b> Austin-Round Rock MSA, TX	6,421	233	Low	Moderately difficult	\$117,550
<b>16.</b> Phoenix-Mesa-Scottsdale MSA, AZ	6,306	182	Low	Moderately difficult	\$115,800
<b>17.</b> San Diego-Carlsbad MSA, CA	6,179	144	Moderate	Slightly difficult	\$116,900
<b>18.</b> Baltimore-Columbia-Towson MSA, MD	5,861	315	Low	Moderately difficult	\$130,550
<b>19.</b> Detroit-Warren-Dearborn MSA, MI	4,566	137	Low	Moderately difficult	\$110,900
<b>20.</b> Orlando-Kissimmee-Sanford MSA, FL	4,560	100	Moderate	Slightly difficult	\$96,850

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Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary ( \$ )
21. Charlotte-Concord-Gastonia MSA, NC	4,273	129	Low	Moderately difficult	\$126,300
22. Tampa-St. Petersburg-Clearwater MSA, FL	4,232	94	Moderate	Moderately difficult	\$117,800
23. Minneapolis-St. Paul-Bloomington MSA, MN	4,098	196	Low	Moderately difficult	\$121,750
24. Portland-Vancouver-Hillsboro MSA, OR	4,056	146	Low	Moderately difficult	\$132,250
25. Providence-Warwick MSA, RI	3,561	85	Moderate	Moderately difficult	\$97,600
26. St. Louis MSA, MO	3,513	137	Low	Moderately difficult	\$106,600
27. Raleigh MSA, NC	3,174	109	Low	Moderately difficult	\$115,000
28. Salt Lake City MSA, UT	3,133	134	Low	Moderately difficult	\$102,450
29. Columbus MSA, OH	2,534	112	Low	Moderately difficult	\$115,150
30. Kansas City MSA, MO	2,495	89	Low	Moderately difficult	\$99,450
31. Las Vegas-Henderson-Paradise MSA, NV	2,408	51	Moderate	Slightly difficult	\$117,100

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Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary ( \$ )
<b>32.</b> Sacramento--Roseville--Arden-Arcade MSA, CA	2,368	69	Moderate	Moderately difficult	\$128,750
<b>33.</b> Cincinnati MSA, OH	2,257	66	Moderate	Moderately difficult	\$104,500
<b>34.</b> San Antonio-New Braunfels MSA, TX	2,146	61	Moderate	Moderately difficult	\$103,150
<b>35.</b> Pittsburgh MSA, PA	2,073	127	Low	Difficult	\$93,800
<b>36.</b> Cleveland-Elyria MSA, OH	2,068	60	Low	Moderately difficult	\$102,400
<b>37.</b> Albuquerque MSA, NM	1,895	49	Moderate	Moderately difficult	\$79,450
<b>38.</b> Nashville-Davidson--Murfreesboro--Franklin MSA, TN	1,853	101	Low	Difficult	\$75,750
<b>39.</b> Riverside-San Bernardino-Ontario MSA, CA	1,787	39	Moderate	Moderately difficult	\$86,950
<b>40.</b> Indianapolis-Carmel-Anderson MSA, IN	1,769	71	Low	Moderately difficult	\$111,650
<b>41.</b> Durham-Chapel Hill MSA, NC	1,761	97	Low	Difficult	\$104,100
<b>42.</b> Provo-Orem MSA, UT	1,756	54	Moderate	Moderately difficult	\$107,700



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Location	Candidate supply	Job demand	Relative supply	Hiring difficulty	Estimated salary ( \$ )
<b>43.</b> Hartford-West Hartford-East Hartford MSA, CT	1,668	87	Low	Very difficult	\$103,100
<b>44.</b> Bridgeport-Stamford-Norwalk MSA, CT	1,664	29	Moderate	Slightly difficult	\$114,900
<b>45.</b> Jacksonville MSA, FL	1,594	36	Low	Moderately difficult	\$106,000
<b>46.</b> Richmond MSA, VA	1,593	28	Moderate	Slightly difficult	\$114,400
<b>47.</b> Milwaukee-Waukesha-West Allis MSA, WI	1,570	86	Low	Difficult	\$106,100
<b>48.</b> Worcester MSA, MA	1,537	37	Moderate	Difficult	\$69,050
<b>49.</b> Virginia Beach-Norfolk-Newport News MSA, VA	1,519	66	Low	Moderately difficult	\$106,900
<b>50.</b> Oklahoma City MSA, OK	1,352	48	Low	Moderately difficult	\$97,400

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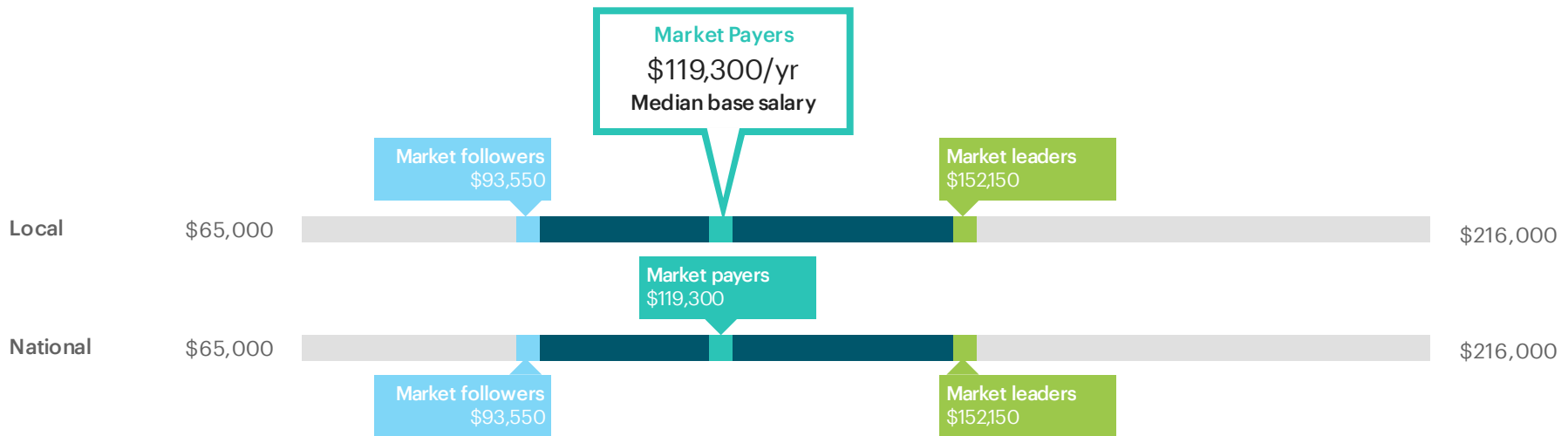
### Estimated salary





What salaries are candidates seeing for positions like this?

 Market followers

 Market payers

 Market leaders








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## Explore the role

The below tables show the number of open positions for the most common criteria in demand by other organizations for similar positions.

Top titles		Active employers		All skills	
Php Developer	15593	PricewaterhouseCoopers	492	PHP	13291
Web Developer	11798	Merakey	395	JavaScript	6978
Software Engineer	9401	Facebook	304	Python	6341
Senior Software Engineer	4784	Johnson & Johnson	277	Java	6265
Devops Engineer	4138	Oracle	270	Design	6169
Software Developer	3972	NHS Human Services	253	Collaboration	5203
Front End Developer	3961	Collage.com	158	Programming	5056
Drupal Developer	3905	IBM	132	Communication	4954
Stack Developer	3898	Amazon	123	Computer science	4867
Backend Engineer	3754	Amazon Web Services	119	Engineering	4649
Developer	3240	Amazon.com Services, Inc	117	HTML	4546


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Top experience levels

Senior (8+ yrs)	4420
Mid-level (3-7 yrs)	5196
Junior (0-2 yrs)	4014
No level	693

Top certifications

Security clearance	594
Driver's License	591
Top Secret Sensitive Compartmented Information	524
Certified Information Systems Security Professional	428
Federal legislation	381
Mobile In-office Phlebotomy	354
Redux	320
Cisco Certified Network Associate	293
Enterprise Project Management	268
Secret security clearance	256
Cisco Certified Security Professional	247

Top education levels

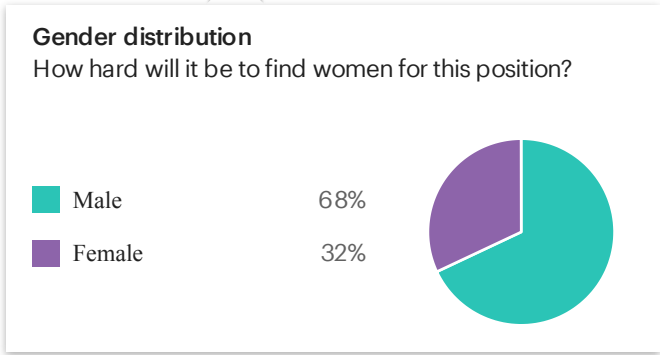
Bachelor's Degree	10896
Associate Level	1673
Master's Degree	922
GED/High School	472
Doctoral Degree	343
Not available	17

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### Gender diversity

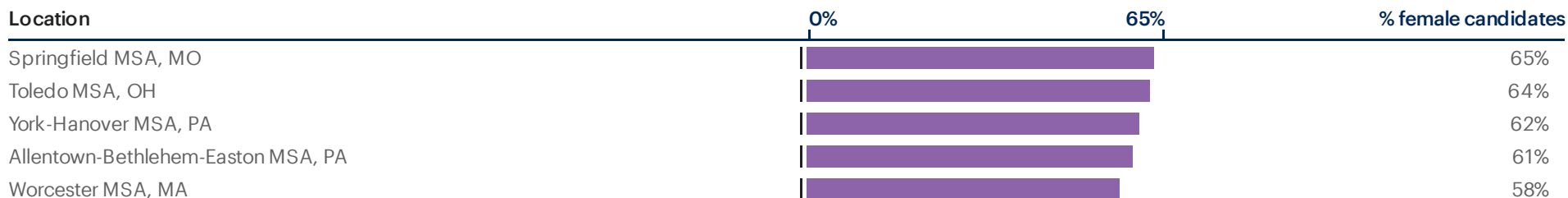
How hard will it be to find women for this position?




The market for this position is Unfavorable. This means it may take more effort to source female talent for the position relative to other positions.



### Gender diverse locations

Where can I find women for this position?



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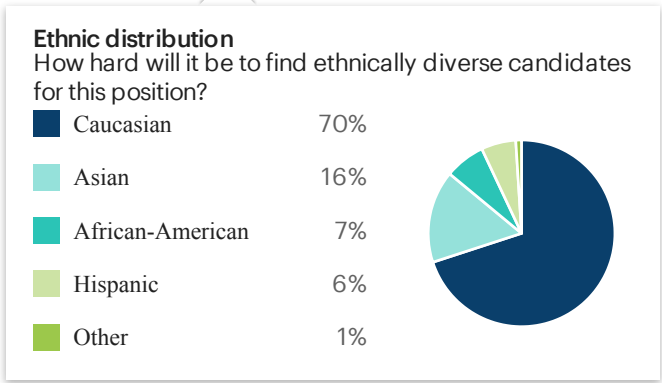
### Ethnic diversity

How hard will it be to find ethnically diverse candidates for this position?

The market for this position is Unfavorable. This means it may take more effort to find diverse candidates.

Very unfavorable

Very favorable



### Ethnically diverse locations

Where can I find ethnically diverse candidates for this position?

 African-American  Asian  Hispanic  Other

