

Evolving Workforces

Scoring Tech Talent 2026

REPORT

AI Realignment
Underway

CBRE RESEARCH
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CBRE



Overview

About this Report

Scoring Tech Talent is a comprehensive analysis of labor market conditions, costs and quality in North America for highly skilled tech workers that can help decision-makers fulfill critical business and innovation objectives.

The top 50 markets in the U.S. and Canada were ranked according to their competitive advantages and appeal to both employers and tech talent employees.

Twenty-five up-and-coming U.S. and Canadian markets were also analyzed and ranked. The analysis provides further insight into the quality of tech workers, their demographics and diversity and how tech talent growth patterns are impacting cities and real estate markets.

Tech talent workforces being built for AI

The number of AI-skilled tech talent workers across the U.S. and Canada increased by 45% year-over-year to 751,000 as of mid-2026, as employers continued to incorporate artificial intelligence (AI) in their operations. This is most apparent in the U.S. high-tech industry where AI-related jobs are being added and non-AI-related jobs are being eliminated.

Total U.S. tech talent employment grew by 1.8% or 108,760 jobs in 2025, up from a 1.1% increase in 2024 but well below the peak growth rate of 7.3% in 2022 when employers added 405,000 jobs. High-tech added the most jobs of any industry in 2025 but grew by less than half the rate of finance, insurance & real estate (FIRE) (Figure 1).

Total Canadian tech talent employment grew by 7.6% or 91,300 jobs in 2025 (Figure 2). The high-tech industry accounted for 29% of new jobs. FIRE and the transportation, warehousing & wholesale industries grew fastest, each at about 9.5%.

FIGURE 1: U.S. Tech Talent Employment Growth by Industry (2025)

Industry	Job Change	Growth Rate	Total Jobs
High-Tech**	47,700	2.0%	2,416,120
FIRE	24,920	4.4%	595,200
Professional & Business Services*	17,510	2.3%	764,230
Transportation, Warehousing & Wholesale	-530	-0.2%	314,560
All Other Industries	19,160	0.9%	2,175,220
U.S. Total	108,760	1.8%	6,265,330

FIGURE 2: Canada Tech Talent Employment Growth by Industry (2025)

Industry	Job Change	Growth Rate	Total Jobs
High-Tech**	26,600	5.2%	535,200
FIRE	13,200	9.4%	153,800
Transportation, Warehousing & Wholesale	4,800	9.5%	55,100
Professional & Business Services*	2,500	2.5%	104,500
All Others	44,200	11.1%	441,400
Canada Total	91,300	7.6%	1,290,000

*Excludes High-Tech.
**Includes computer software & services and computer product manufacturing.
Source: U.S. Bureau of Labor Statistics, Statistics Canada, May 2026.

Overview

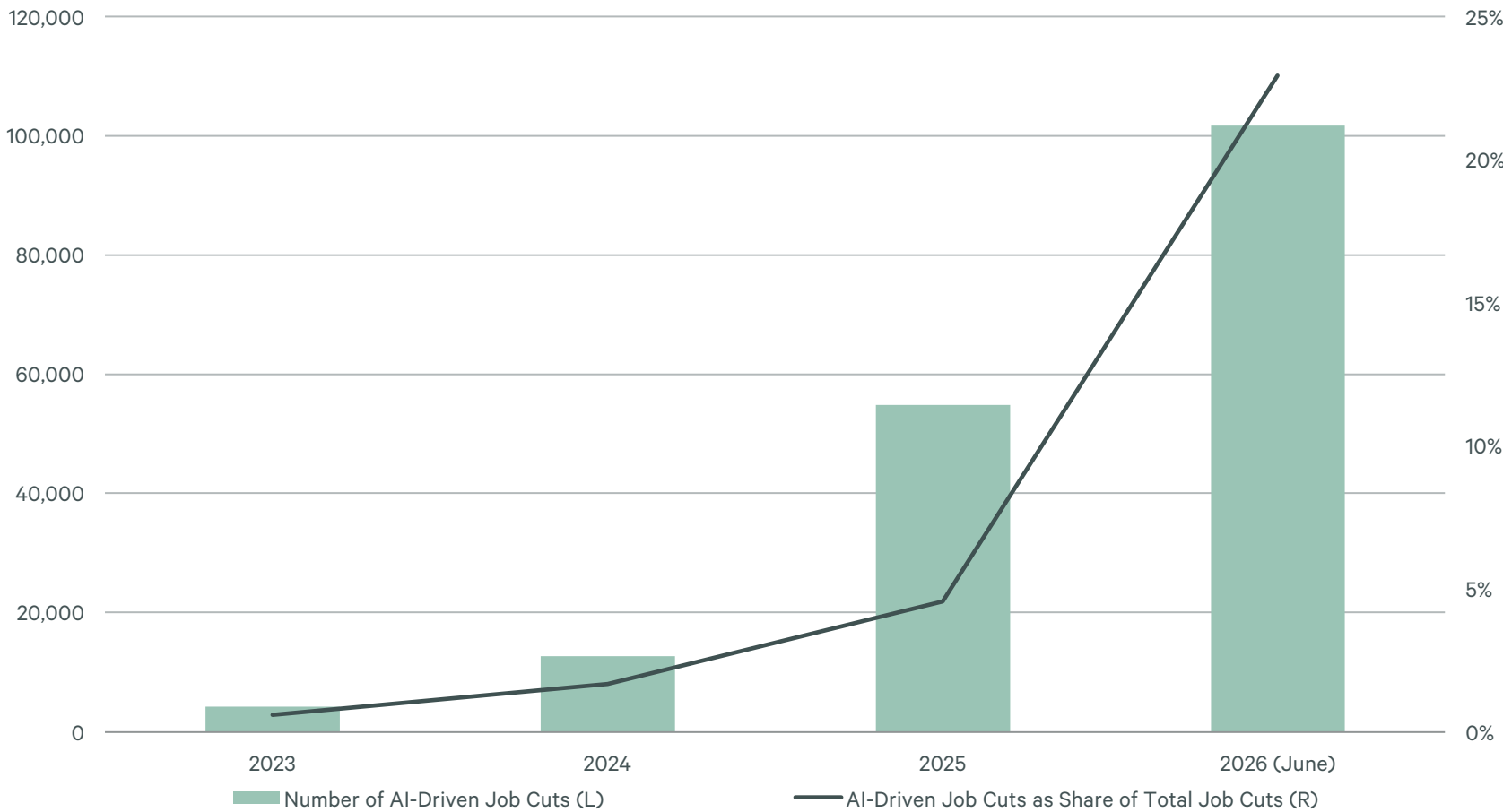
The restructuring of tech talent workforces that added AI roles and cut others mostly occurred in the U.S. high-tech industry. Since 2022, the FIRE sector has added the most tech jobs (90,530), while the high-tech industry has shed 21,262. The professional services and transportation, warehousing & wholesale sectors each added about 66,000 since 2022.

The modest growth in U.S. tech talent jobs was concentrated in AI-related roles. Data scientist occupations grew by 12.4% or 29,000 jobs in 2025, led by FIRE (13.8% or 5,870 jobs) and high-tech (9.0% or 5,380 jobs). Computer & information systems managers, who oversee enterprise data and security systems, grew by 3.8% or 24,600 jobs, led by professional & business services (5,700) and high-tech (4,890). Technology and engineering jobs increased by 15,030, mostly in the high-tech industry (7,360) and professional & business services (4,560). Manufacturing accounted for 95% of the high-tech industry’s new technology and engineering jobs in 2025.

The general restructuring of tech talent workforces added AI roles while cutting others. Employers cut 1.21 million jobs in 2025, up from 761,358 in 2024. Through June, the tech industry accounted for a record-high 31% of the 443,604 job cuts so far this year, compared with the 13% of job cuts for all of 2025. Job cuts that employers attributed directly to AI rose to 101,743 (22.9%) across all industries so far this year, up from 54,836 (4.5%) for all of last year (Figure 3).

The general restructuring of tech talent workforces added AI roles while cutting others.

FIGURE 3: U.S. AI-Related Job Cuts Across All Industries



Source: Challenger, Gray & Christmas, June 2026.

Overview

In the U.S., AI-related roles accounted for 31% of available tech talent jobs as of June 2026, up from 11% in mid-2022. The San Francisco Bay Area's AI's share rose to 57%.

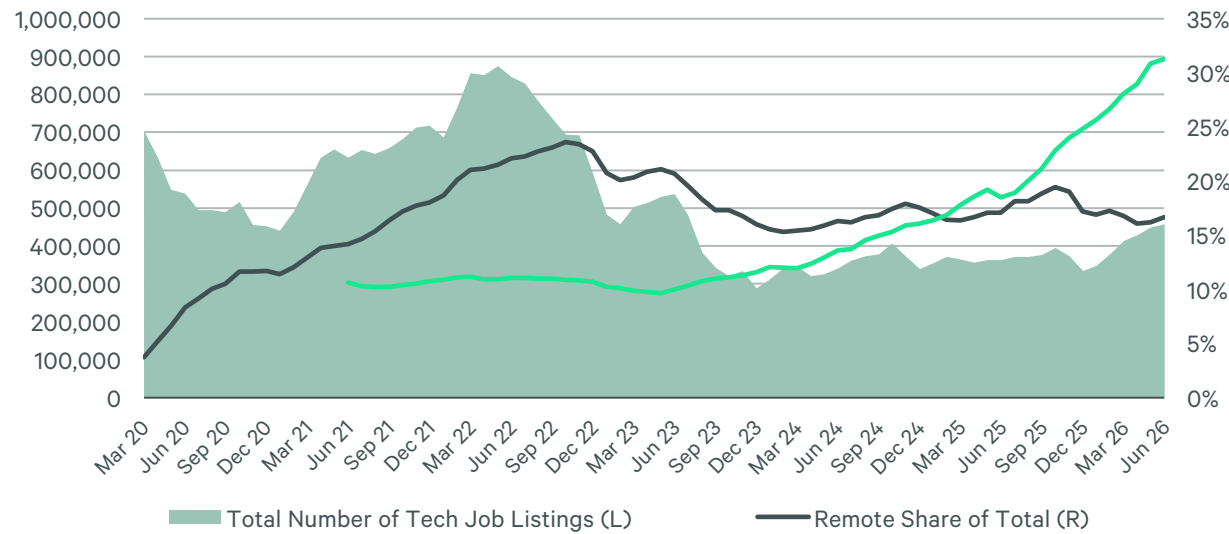
Job postings indicate a shift in hiring toward AI-related roles. In the U.S., AI-related roles accounted for 31% of available tech talent jobs as of June 2026, up from 11% when overall tech postings last peaked in mid-2022 (Figure 4). In the San Francisco Bay Area, AI's share rose to 57% from 20% over the same periods, (Figure 5). Both the U.S. overall and San Francisco Bay Area had one-third more AI job postings than at the mid-2022 peak, while non-AI tech postings fell 60% in the U.S. and 73% in the Bay Area.

These trends influenced where work is conducted. Fully remote arrangements for new roles declined as employers moved to hybrid schedules of three or more days in the office. AI companies largely require full-time, in-person work. In the San Francisco Bay Area, remote job postings fell to 7% as of April 2026 from 24% in mid-2022, well below the current 18% share across all U.S. tech talent postings.

AI is also driving growth in venture capital and office space demand. The San Francisco Bay Area has drawn 80% of U.S. AI venture funding since 2020 and is home to one-sixth of U.S. AI-specialty talent, according to data from Pitchbook and LinkedIn Talent Insights. The impact on office demand is most apparent in San Francisco, where AI-related companies have accounted for 30% of activity since 2023.

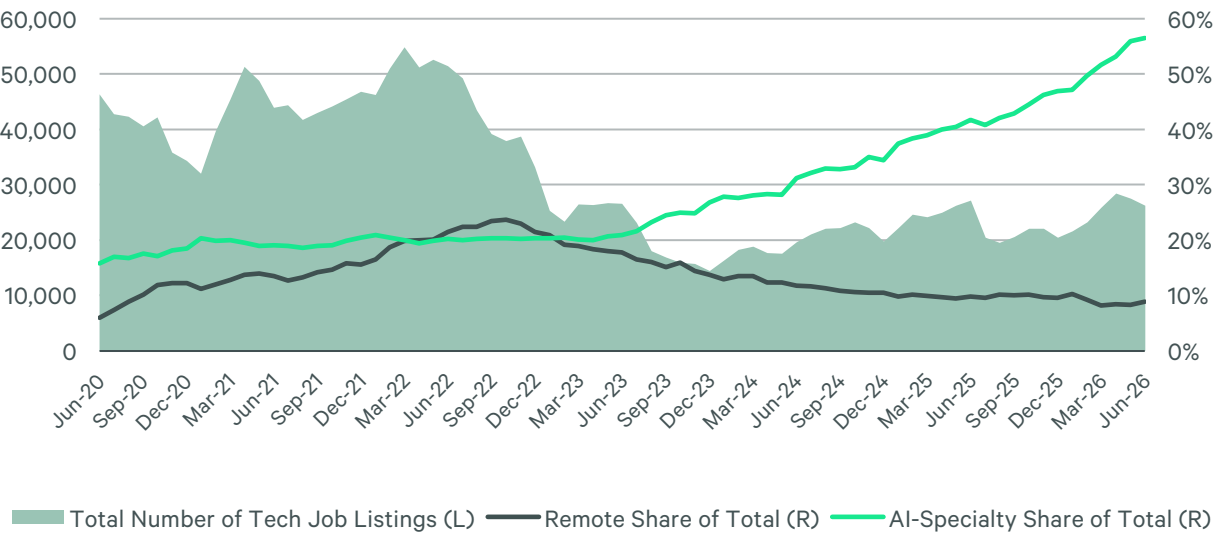
AI-related job growth is now spreading across North America, supporting economic and real estate activity in tech talent markets beyond the coasts.

FIGURE 4: U.S. AI-Specialty & Remote Share of Total Tech Talent Job Listings



Note: Remote share of computer and mathematical jobs that mention remote work as an option each month.
Source: CBRE Consulting, Lightcast, May 2026.

FIGURE 5: San Francisco Bay Area AI-Specialty & Remote Share of Total Tech Talent Job Listings



Note: Remote share of computer and mathematical jobs that mention remote work as an option each month.
Source: CBRE Consulting, Lightcast, May 2026.

Key Takeaways

01

Score

This year’s top-six tech talent markets are the same as last year: San Francisco Bay Area, Seattle, Toronto, New York Metro, Austin and Washington, D.C. Boston advanced two spots to seventh, with Dallas-Ft. Worth, Vancouver and Canada’s Waterloo Region rounding out the top 10. Montreal (11), Pittsburgh (28), Nashville (33) and Jacksonville (39) improved the most in rank. New York became the largest tech talent market, with its total workforce surpassing that of the San Francisco Bay Area.

04

Diversity

Tech talent across all industries was predominantly White, Asian and male relative to both the overall and office-using workforce. Hispanics, Blacks and females were underrepresented in both tech talent occupations and the tech industry. Canada’s tech talent workforce was more diverse than that of the U.S. but had a much smaller underrepresented share.

02

Artificial Intelligence

Demand for AI-related skills increased the size of the AI workforce by 45% to 751,000 across the U.S. and Canada as of mid-2026. Data scientists led AI-related job growth in the U.S., alongside gains in computer & information systems managers and technology & engineering roles. The San Francisco Bay Area, New York Metro, Seattle and Washington, D.C. hold the largest U.S. AI-specialty talent clusters at 37% of the U.S. total, while Toronto, Montreal and Vancouver contain 60% of Canada's. The tech industry employs the largest share of all AI-specialty talent, followed by the professional & business services and FIRE sectors.

05

Cost

The total annual labor and real estate cost for the typical 500-person tech company occupying 60,000 sq. ft. of office space ranged from \$36 million in Quebec City to \$91 million in the San Francisco Bay Area. Since tech industry wages are 15% higher than the U.S. average across industries, tech companies can expect higher annual costs.

03

Jobs vs. Education

Slowing demand for tech talent and rising supply of tech graduates reduced the number of net job creation markets and increased the number of education or net tech graduate markets from last year. Toronto, Calgary, Dallas-Ft. Worth, Seattle and Nashville were the top five of only nine net job creation markets. Washington, D.C. and the San Francisco Bay Area lost jobs and were the top two net tech graduate markets.

06

Opportunity Markets

Fostering talent development in lesser-known markets could offer additional talent pools to employers seeking to expand their geographical reach, uncover opportunities and increase cost efficiency. These markets are spread across the U.S. and Canada. Huntsville, Halifax, Colorado Springs, Dayton and London (Ontario) were the top-ranked opportunity markets.

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Tech talent markets are characterized by high concentrations of college-educated workers, major universities producing tech graduates and large populations of young people.

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Lesser-known and underdeveloped markets could offer high-potential talent pools to employers seeking to expand their geographical reach, uncover opportunities and increase cost efficiency.

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Tech talent fundamentals by market.

01

What is Tech Talent?

Highly skilled tech talent workers total 7.6 million in the U.S. and Canada and comprise more than 20 occupations.

Although these positions are spread across all industry sectors, they are mostly concentrated in the high-tech industry (Figure 6). Through this occupational lens, a software developer who works for a financial services or health-care company is considered tech talent.

The 6.3 million tech talent workers in the U.S. and 1.3 million in Canada accounted for 4.0% and 7.0% of each country’s total workforce in 2025. The number of U.S. tech talent workers has increased by 316,000 or 5.3% since 2022, higher than the 3.9% rise in total U.S. employment. In Canada, tech talent grew by 183,000 or 16.5% vs 7.1% for overall employment since 2022. Most of the gains were for software developers & programmers and computer & information systems managers.

FIGURE 6: Tech Talent Workforce by Industry (2025)

Industry	Share of Total Tech Talent Workforce	
	U.S.	Canada
High-Tech*	38.6%	41.5%
Professional, Scientific & Technical Services**	12.2%	8.1%
FIRE	9.5%	11.9%
Other	8.4%	9.8%
Management of Companies & Enterprises	7.2%	N/A
Government	5.7%	9.0%
Transportation, Warehousing & Wholesale	5.0%	4.3%
Education	4.5%	3.1%
Health Care	3.1%	3.2%
Manufacturing**	3.0%	6.0%
Information**	2.6%	2.9%

*Includes computer software & services and computer product manufacturing.
**Excludes High-Tech.
Note: Due to data suppression, the share of tech talent workforce by industry in Canada does not sum 100%. Management of Companies & Enterprises is included in the Other category for Canada.
Source: U.S. Bureau of Labor Statistics, Statistics Canada, May 2026.

The 6.3 million tech talent workers in the U.S. and 1.3 million in Canada accounted for 4.0% and 7.0% of each country’s total workforce in 2025.



02 What are the top-ranked Tech Talent markets?

Fifty of the largest markets by number of tech talent professionals in the U.S. and Canada were analyzed to create a scorecard ranking them comparatively.

The scorecard uses 13 metrics to measure each market’s depth, vitality and attractiveness to companies seeking tech talent and to tech workers seeking employment. Each metric is weighted by its relative importance to job creation and innovation. Tech talent concentration metrics have the highest weights because they signify clustering of tech workers. Labor costs for tech talent are weighted more heavily than office rents because companies allocate more capital to labor than to real estate (Figure 7).

The top-six tech talent markets were unchanged from last year: San Francisco Bay Area, Seattle, Toronto, New York Metro, Austin and Washington, D.C. The next four market rankings shifted slightly, with Boston advancing two spots to seventh and Vancouver advancing one spot to ninth. Outside of the top 10 markets, Nashville (+6 spots), Montreal (+4 spots), Jacksonville (+4 spots) and Pittsburgh (+3 spots) moved up the most in rank, primarily due to accelerated or above-average tech talent workforce growth.

FIGURE 7: Tech Talent Scorecard Ranking

01	02	03	04	05	06	07	08	09	10
SF Bay Area	Seattle	Toronto	New York Metro	Austin	Washington, D.C.	Boston	Dallas-Ft. Worth	Vancouver	Waterloo Region
81.98	74.37	72.73	70.38	64.26	62.95	62.88	62.25	60.52	60.00
11	12	13	14	15	16	17	18	19	20
Montreal	Raleigh-Durham	Atlanta	Ottawa	Calgary	Denver	Salt Lake City	Los Angeles-Orange County	Baltimore	Phoenix
59.08	58.65	58.24	57.52	57.12	56.95	56.12	53.84	50.14	50.08
21	22	23	24	25	26	27	28	29	30
Chicago	San Diego	Philadelphia	South Florida	Detroit	Charlotte	Orlando	Pittsburgh	Minneapolis-St. Paul	Madison
50.08	48.93	47.99	45.83	45.83	45.34	44.34	44.15	43.82	43.24
31	32	33	34	35	36	37	38	39	40
Tampa	Houston	Nashville	Portland	Kansas City	St. Louis	Quebec City	Columbus	Jacksonville	Indianapolis
42.67	41.38	40.79	39.61	38.88	38.26	35.66	34.63	34.07	33.52
41	42	43	44	45	46	47	48	49	50
Sacramento	Edmonton	San Antonio	Cleveland	Cincinnati	Hartford	Virginia Beach	Richmond	Milwaukee	Inland Empire
33.30	32.76	32.24	30.96	30.11	27.30	24.85	23.55	18.29	13.27

Source: CBRE Research, CBRE Econometric Advisors, U.S. Bureau of Labor Statistics, Statistics Canada, Oxford Economics, National Center of Education Statistics, National Science Foundation, Axiometrics, CMHC, Canadian Universities, 2026.

As companies across all industries use more technology, there is high demand for tech talent in both large and small markets. Major gateway markets dominate overall tech talent growth because of their size. These and other markets with tech talent labor pools of more than 50,000 workers are categorized as “large,” while those below this threshold are categorized as “small” (Figure 8). Both large and small markets have their advantages: While large markets generally have a deeper pool of talent, small markets typically offer business and cost-of-living savings.

New York became the largest tech talent market in 2025, surpassing the San Francisco Bay Area. The tech talent workforce grew by 30,640 to 394,300 in the New York Metro and contracted by 23,900 to 375,730 in the San Francisco Bay Area between 2022 and 2025.

The biggest tech job increases were in Toronto (75,000), Dallas-Ft. Worth (37,230) and New York (30,640). Markets with the highest tech job growth rates were Calgary (56%), Canada’s Waterloo Region (37%), Nashville (34%), Toronto (27%), Jacksonville (23%) and Dallas-Ft. Worth (19%).

Tech talent concentration—the percentage of total employment—is an influential factor in how “tech” the market is and in its growth potential. Tech talent comprises more than 10% of total employment in Ottawa, the Waterloo Region, Toronto, the San Francisco Bay Area and Seattle. The 50-market average was 5.5%.

FIGURE 8: Tech Talent Workforce by Market (2025)

Market	Tech Talent Total	% Change (2022-2025)	By Volume (2022-2025)	Concentration (2025)
Large Tech Talent Markets (> 50,000 Workforce)				
New York Metro	394,300	8.4%	30,640	4.2%
SF Bay Area	375,730	-6.0%	-23,900	10.7%
Toronto	358,000	26.5%	75,000	11.3%
Washington, D.C.	251,920	-3.9%	-10,270	8.0%
Dallas-Ft. Worth	236,620	18.7%	37,230	5.8%
Los Angeles-Orange Co.	227,350	0.9%	2,090	3.4%
Seattle	213,010	13.1%	24,590	10.2%
Montreal	176,900	4.3%	7,300	8.3%
Boston	159,330	6.9%	10,320	5.9%
Chicago	158,470	1.1%	1,800	3.5%
Atlanta	135,870	-2.5%	-3,550	4.7%
Vancouver	127,700	11.1%	12,800	8.9%
Denver	123,140	4.3%	5,040	6.4%
Philadelphia	107,370	2.2%	2,310	3.7%
Houston	104,080	7.3%	7,080	3.2%
Austin	103,210	10.2%	9,550	8.0%
Phoenix	99,220	-6.4%	-6,780	4.2%
Ottawa	98,100	0.8%	800	12.4%
Detroit	92,450	0.9%	860	4.4%
Minneapolis-St. Paul	84,670	-5.1%	-4,540	4.3%
South Florida	83,130	12.4%	9,180	2.8%
Raleigh-Durham	82,770	16.5%	11,730	7.6%
Calgary	80,500	56.0%	28,900	9.4%
Baltimore	76,460	2.2%	1,670	5.6%
San Diego	75,470	-0.9%	-670	4.9%
Charlotte	71,660	13.3%	8,420	5.3%

Source: U.S. Bureau of Labor Statistics, Statistics Canada, May 2026.

Market	Tech Talent Total	% Change (2022-2025)	By Volume (2022-2025)	Concentration (2025)
Salt Lake City	67,890	14.8%	8,760	6.0%
Portland	63,530	-3.5%	-2,290	5.3%
Tampa	58,070	7.2%	3,890	4.0%
Orlando	53,230	16.7%	7,610	3.8%
St. Louis	51,890	-3.2%	-1,690	3.9%
Small Tech Talent Markets (< 50,000 Workforce)				
Nashville	49,620	33.8%	12,540	4.5%
Kansas City	47,360	-1.6%	-770	4.3%
Columbus	45,290	-8.7%	-4,330	3.7%
Sacramento	42,970	8.4%	3,340	4.0%
Pittsburgh	42,270	8.4%	3,270	3.8%
Waterloo Region	41,900	37.4%	11,400	12.2%
Cincinnati	37,770	-0.3%	-120	3.4%
Quebec City	37,200	0.0%	0	8.2%
San Antonio	36,990	14.7%	4,740	3.3%
Indianapolis	36,350	8.0%	2,690	3.3%
Cleveland	35,160	1.6%	540	3.4%
Edmonton	31,200	1.3%	400	4.1%
Virginia Beach	29,730	-1.0%	-300	3.9%
Jacksonville	28,140	23.2%	5,300	3.7%
Richmond	26,520	-4.3%	-1,190	4.0%
Milwaukee	25,960	-10.0%	-2,880	3.2%
Hartford	24,570	0.7%	170	4.1%
Inland Empire	23,900	-3.8%	-950	1.4%
Madison	22,900	1.8%	400	5.6%

Tech talent concentration by industry is another influential factor in attracting tech employers. While many technical skills are transferable across industries, specific industry experience can help to enhance innovation. In both the U.S. and Canada, more than 38% of tech talent works within the tech industry. By market, this concentration varies considerably even though the tech industry was the largest tech talent employer in all markets except Ottawa. The San Francisco Bay Area, the Waterloo Region, Vancouver, Austin and Seattle had the highest concentrations of tech talent within the tech industry, each over 50% (Figure 9). Edmonton, Richmond and St. Louis had the lowest tech concentrations.

Certain markets had high concentrations of tech talent in non-tech industries, including government in Ottawa (39%) and Sacramento (17%) and manufacturing in Detroit (27%). Charlotte (28%), Jacksonville (24%), Columbus (23%) and Hartford (23%) had relatively high concentrations of tech talent in the FIRE sector.

FIGURE 9: Share of Tech Talent Workforce in the Tech Industry (2025)

Market	Tech Talent Total	% Tech Talent in Tech Industry
Large Tech Talent Markets (> 50,000 Workforce)		
SF Bay Area	375,730	61.4%
Vancouver	127,700	55.1%
Austin	103,210	55.0%
Seattle	213,010	51.9%
Raleigh-Durham	82,770	46.0%
Toronto	358,000	45.9%
Montreal	176,900	44.5%
Salt Lake City	67,890	44.1%
Portland	63,530	42.3%
Calgary	80,500	41.0%
Atlanta	135,870	40.6%
San Diego	75,470	38.6%
Denver	123,140	38.5%
Washington, D.C.	251,920	38.1%
Boston	159,330	38.1%
South Florida	83,130	37.0%
Dallas-Ft. Worth	236,620	36.8%
Orlando	53,230	34.6%
New York Metro	394,300	34.4%
Los Angeles-Orange Co.	227,350	34.3%
Ottawa	98,100	34.3%
Baltimore	76,460	33.5%
Tampa	58,070	32.8%
Phoenix	99,220	32.7%
Houston	104,080	31.7%

Market	Tech Talent Total	% Tech Talent in Tech Industry
Detroit	92,450	31.2%
Charlotte	71,660	29.7%
Chicago	158,470	29.6%
Minneapolis-St. Paul	84,670	28.2%
Philadelphia	107,370	26.5%
St. Louis	51,890	26.4%
Small Tech Talent Markets (< 50,000 Workforce)		
Waterloo Region	41,900	56.7%
Madison	22,900	44.6%
Sacramento	42,970	37.2%
Cincinnati	37,770	33.8%
Indianapolis	36,350	32.9%
Milwaukee	25,960	32.6%
Kansas City	47,360	32.3%
Quebec City	37,200	32.3%
Columbus	45,290	31.3%
Virginia Beach	29,730	31.0%
Jacksonville	28,140	30.2%
Hartford	24,570	30.2%
San Antonio	36,990	30.0%
Pittsburgh	42,270	29.2%
Nashville	49,620	28.1%
Inland Empire	23,900	27.7%
Cleveland	35,160	27.5%
Richmond	26,520	25.5%
Edmonton	31,200	24.7%

In both the U.S. and Canada, more than 38% of tech talent works within the tech industry. By market, this concentration varies considerably.

Source: U.S. Bureau of Labor Statistics, Statistics Canada, CBRE Research, IPUMS, May 2026.

Traditionally, tech companies often based location decisions on which markets had the most available tech workers. Today, tech employers are more interested in attracting people with specific tech skills, which often command higher wages. Tech companies pay wages that are about 15% above the U.S. average and have more workers earning over \$150,000 per year than other industries (Figure 10). The tech industry wage premium in Canada was 8%.

Slower hiring by the tech industry has provided more opportunities for non-tech employers to build their tech talent teams. This shift has reduced the U.S. tech industry wage premium to 15% in 2024 from 18% in 2023.

Average tech talent wages are highest by a wide margin in the San Francisco Bay Area and Seattle and lowest in Edmonton and Quebec City (Figure 11).

FIGURE 10: Average Annual Wage for Tech Talent by Industry (2024)

Industry	U.S. Average Annual Wage	U.S. Share with \$150,000+ Annual Wage	Canada Average Annual Wage*
High-Tech**	\$120,612	32.9%	\$83,095
FIRE	\$115,733	26.1%	\$75,751
Manufacturing***	\$99,847	20.9%	\$70,261
Prof. Services***	\$97,440	22.0%	\$71,521
Government	\$85,214	11.0%	\$73,632
Health	\$84,626	10.9%	\$65,658
All Industries	\$104,863	23.9%	\$77,125

*US\$ **Includes computer software & services and computer product manufacturing. ***Excluding High Tech.
Note: Canada share with \$150,000+ annual wage unavailable.
Source: U.S. Census Bureau, IPUMS, Statistics Canada, CBRE Research, May 2025



FIGURE 11: Average Annual Wage for Tech Talent Employed by the Tech Industry (2024)

Market	Average Annual Wage	Market	Average Annual Wage
Large Tech Talent Markets (> 50,000 Workforce)		Detroit	\$84,589
SF Bay Area	\$211,048	St. Louis	\$81,433
Seattle	\$190,050	Ottawa*	\$80,178
Boston	\$141,703	Toronto*	\$79,798
Austin	\$139,866	Calgary*	\$77,019
San Diego	\$139,642	Montreal*	\$72,554
New York Metro	\$130,538	Small Tech Talent Markets (< 50,000 Workforce)	
Baltimore	\$130,079	Sacramento	\$125,574
Portland	\$124,621	Madison	\$122,263
Washington, D.C.	\$124,586	Pittsburgh	\$112,956
Raleigh-Durham	\$123,989	Kansas City	\$110,190
Los Angeles-Orange Co.	\$122,733	Columbus	\$103,615
Denver	\$119,453	Richmond	\$100,182
Minneapolis-St. Paul	\$113,062	Hartford	\$99,066
Atlanta	\$106,949	Jacksonville	\$94,520
Dallas-Ft. Worth	\$104,439	Indianapolis	\$93,801
Chicago	\$104,258	Nashville	\$93,109
Salt Lake City	\$103,870	Virginia Beach	\$88,159
Phoenix	\$103,702	Waterloo Region*	\$87,955
Charlotte	\$102,656	Inland Empire	\$86,431
Philadelphia	\$97,853	Cincinnati	\$86,147
Houston	\$95,208	San Antonio	\$84,984
South Florida	\$90,961	Cleveland	\$84,125
Orlando	\$88,011	Milwaukee	\$83,547
Tampa	\$87,619	Quebec City*	\$71,977
Vancouver*	\$86,922	Edmonton*	\$70,185

*US\$
Source: U.S. Census Bureau, IPUMS, Statistics Canada, CBRE Research, May 2026.

Software engineers are also highly concentrated in the tech industry and in certain markets. In the U.S. and Canada, 48% and 55% of all software engineers, respectively, work within the tech industry. The San Francisco Bay Area (69%), the Waterloo Region (67%), Vancouver (66%), Seattle (63%) and Austin (63%) had the highest concentrations of software engineers working in the tech industry (Figure 12). Ten other markets exceed 50% concentration of software engineers in the tech industry.

FIGURE 12: Top 15 Markets for Software Engineers Employed by the Tech Industry (2024)



Market	Software Engineers in Tech Industry
SF Bay Area	68.9%
Waterloo Region	66.9%
Vancouver	65.7%
Seattle	62.9%
Austin	62.8%
Calgary	59.0%
Raleigh-Durham	57.9%
San Diego	56.9%
Salt Lake City	56.8%
Montreal	55.8%
Toronto	55.2%
Madison	54.9%
Portland	53.8%
Boston	53.0%
Quebec City	52.5%
U.S.	48.2%
Canada	55.4%

Source: U.S. Census Bureau, IPUMS, Statistics Canada, CBRE Research, May 2026.

03 Which markets have the most
Tech Talent specializing in
Artificial Intelligence?

Artificial intelligence has become a transformative technology and major source of economic growth and real estate demand.

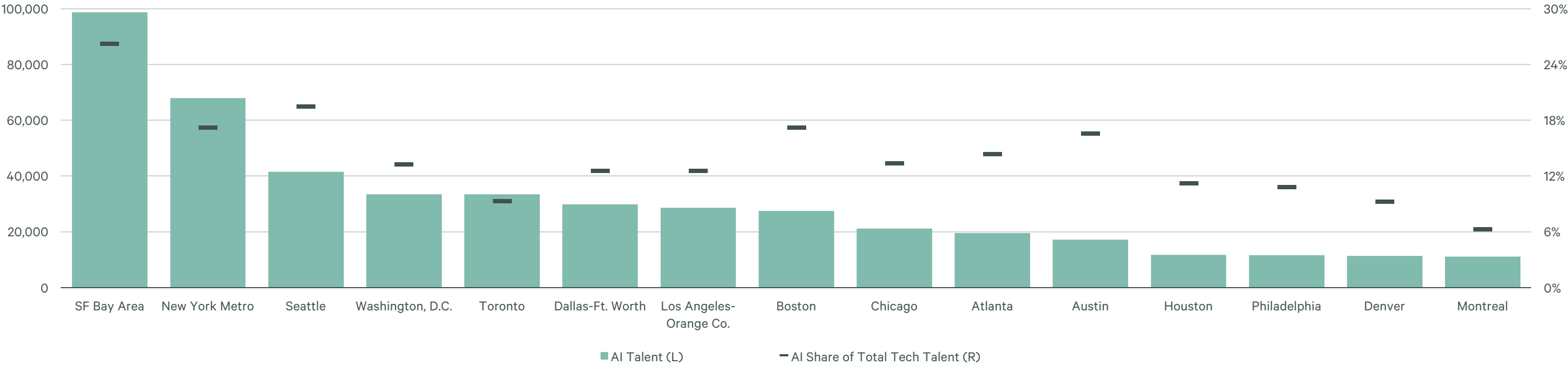
In the San Francisco Bay Area, New York, Boston and Seattle, AI-related companies are rapidly growing and absorbing office space, according to CBRE’s [2026 Tech Gateway Office Markets](#) report. AI has the power to automate many tasks, increase productivity and serve as a catalyst for business and workforce growth, much like mobile internet technology was after the 2007-2008 financial crisis.

AI software and hardware developers are the most sought-after tech talent by employers. They are supported by a rapidly growing number of data scientists and computer information & systems managers that build foundational data systems for AI model development and deployment.

Across the U.S. and Canada, tech talent workers with AI skills grew by 45% year-over-year to 751,000 as of mid-2026. The San Francisco Bay Area, New York Metro, Seattle and Washington, D.C. are the top U.S. markets for AI-specialty talent, accounting for 37% of the national total (Figure 13). Toronto, Montreal and Vancouver are the top Canadian markets with 60% of the country’s total AI-specialty talent. The San Francisco Bay Area and New York Metro added the most AI specialists over the past year, each exceeding 20,000. Atlanta, Philadelphia, Dallas-Ft. Worth, Washington, D.C. and Chicago saw increases in such talent of 45% or more.

AI software and hardware developers currently are the most sought-after tech talent by employers.

FIGURE 13: U.S. & Canada Artificial Intelligence Tech Talent By Market

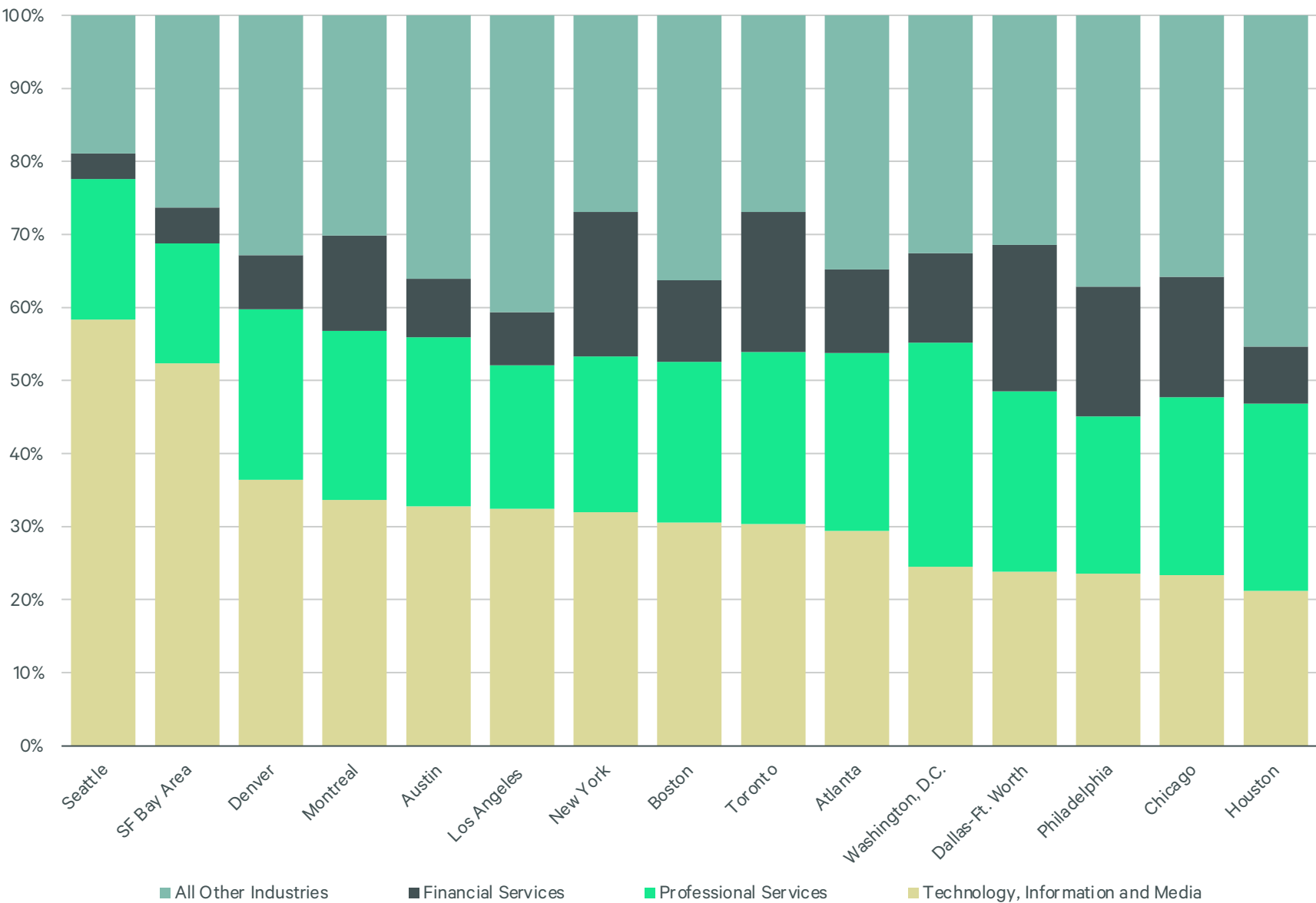


Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

The most concentrated AI talent markets—those with the biggest shares of tech talent with AI-specialty skills—were the San Francisco Bay Area (26%), Seattle (20%), Boston (17%), New York Metro (17%), Austin (17%) and Washington, D.C. (13%).

The tech industry employed the largest share of AI-specialty talent in the U.S. and Canada (Figure 14). Seattle (58%), the San Francisco Bay Area (52%) and Denver (36%) had the highest tech industry concentration. Professional & business services and financial services were the next highest industries. Washington, D.C. (31%), Houston (26%), Dallas-Ft. Worth (25%), Chicago (24%) and Atlanta (24%) had the highest professional & business services concentrations. Dallas-Ft. Worth (20%), New York Metro (20%), Toronto (19%) and Chicago (16%) had the highest financial services concentrations.

FIGURE 14: U.S. & Canada Artificial Intelligence Tech Talent by Industry



Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

The presence of universities with established AI programs, major tech companies developing AI and available venture capital funding are indicators of a market's growth potential for AI talent. The San Francisco Bay Area dominates for these indicators, attracting 80% of U.S. AI venture capital funding since 2020, most of the country's largest start-up AI companies and two of the top five university AI programs, according to U.S. News & World Report (Figure 15). Seattle, New York Metro, Boston, Los Angeles and Toronto also scored highly for these growth indicators.

Existing tech talent workforces are rapidly upskilling to include AI development capabilities as companies across all industries deploy this new technology. Thus, AI-skilled tech talent will remain in high demand.

FIGURE 15: Top U.S. & Canadian Universities by AI Program & Share of Computer Science Graduates

Rank	Undergraduate College	Market	Share of 2024 Graduates with Computer Science Majors
U.S.			
1	Carnegie Mellon University	Pittsburgh	13%
2	Stanford	SF Bay Area	18%
3	MIT	Boston	26%
4	UC Berkeley	SF Bay Area	17%
5	University of Washington	Seattle	13%
6	Harvard	Boston	11%
7	University of Illinois - Chicago	Chicago	10%
8	Johns Hopkins University	Baltimore	10%
9	New York University	New York Metro	11%
10	University of Illinois - Urbana-Champaign	Chicago	7%
CANADA			
1	University of Toronto	Toronto	N/A
2	University of Alberta	Edmonton	N/A
3	University of Waterloo	Waterloo Region	N/A
4	University of Montreal	Montreal	N/A

Source: U.S. News and World Report, May 2026.



04 What defines a Tech Talent market?

Two key characteristics of top tech talent markets are high educational attainment and high concentrations of young people.

Forty-four of the top 50 tech talent markets have a metro-level educational attainment rate above their national averages of 36.8% in the U.S. and 35.7% in Canada. The top 10 markets have at least 46% of residents over 25 years old with a bachelor’s degree or higher (Figure 16). Washington, D.C., the San Francisco Bay Area, Raleigh-Durham, Denver, Boston, Austin and Madison have rates of 52% or more.

Education, particularly with a focus on technology, is best analyzed through degrees issued by higher educational institutions. Metro areas that produced the most tech graduates last year with bachelor’s or higher degrees were New York Metro, Boston, Los Angeles-Orange County and Washington, D.C. (Figure 17). Large tech talent markets dominate the top 10 degree-granting metros. Demand is high for tech-related education. Between 2021 and 2024, U.S. tech-related degrees grew by 34,800. The fastest growing metros for tech degrees were Dallas-Ft. Worth, Salt Lake City and Philadelphia. This analysis provides insight into which markets produce the most tech talent entering the labor pool each year.

FIGURE 16: Top 10 Markets for Educational Attainment* (2024)

Market	Educational Attainment Rate
Washington, D.C.	55.5%
SF Bay Area	54.5%
Raleigh-Durham	53.1%
Denver	53.0%
Boston	53.0%
Austin	52.3%
Madison	52.2%
Toronto	49.7%
Seattle	48.5%
Ottawa	46.9%
U.S.	36.8%
Canada	35.7%

*Population age 25+ with a bachelor's degree or higher.
Source: U.S. Census Bureau, Environics Analytics, April 2026.

FIGURE 17: Top 10 Markets for Tech Degree Completions

Market	Tech Degree Completions (2024)	Growth (2021-2024)
New York Metro	24,459	13.0%
Boston	17,022	26.3%
Los Angeles-Orange Co.	16,362	11.2%
Washington, D.C.	14,010	12.7%
SF Bay Area	10,971	9.7%
Atlanta	10,963	29.5%
Dallas-Ft. Worth	10,494	52.9%
Salt Lake City	10,282	48.3%
Chicago	9,207	9.7%
Philadelphia	8,685	42.3%

Note: bachelor's degree or higher.
Source: National Center for Education Statistics, Canadian Universities, May 2026.



Many graduates do not stay in the market where they earn their degree; they often move to markets that offer the most job opportunities or have the best pay. Analyzing tech-related graduation data and tech-related employment growth identifies tech talent flow between where workers are employed and where they were educated (Figure 18). Tech degrees cover the most recent three-year period available (2022-2024) and tech talent jobs added cover the period when most graduates would be counted in employment figures (2023-2025).

The standout markets where tech talent job creation has exceeded tech graduates were Toronto, Calgary, Dallas-Ft. Worth, Seattle and Nashville. Other top tech talent job creators were Jacksonville, Charlotte, Vancouver and South Florida.

Slowing demand for tech talent and rising supply of tech graduates reduced the number of job creation markets and increased education or tech graduate markets. Forty-one markets had more tech degree graduates than new tech talent jobs. The top tech graduate markets—those with more tech degree graduates than tech talent jobs—were the San Francisco Bay Area, Washington, D.C., Los Angeles-Orange County, New York Metro, Boston and Atlanta. Job losses over the past three years made the San Francisco Bay Area and Washington, D.C. the top two tech graduate markets amid slower tech degree completions growth.

The number and concentration of people in their 20s and 30s, which drives innovation, is another notable characteristic of top tech talent markets. Those in their 30s are the largest demographic cohort in the workforce, while those in their 20s will fuel future growth (Figures 19 and 20).

There were 10 markets with fast-growing populations in their 20s and 23 markets with those in their 30s, both with increases of more than 10% from 2019 to 2024. The Waterloo Region had the most overall growth of residents in their 20s at 50%, followed by Calgary (22%), Toronto (19%), Vancouver (17%) and Salt Lake City (13%). Among the largest tech talent markets, Vancouver, Toronto, Ottawa and Calgary led with 20% or more growth of those in their 30s, while the Waterloo Region and Richmond led the smallest markets with 38% and 18%, respectively.

FIGURE 18: Tech Degrees vs. Tech Jobs Added by Market

	Market	Tech Degrees (2022-2024)*	Tech Jobs Added (2023-2025)*	Jobs Minus Degrees
Top Job Markets ↓	Toronto	24,364	75,000	50,636
	Calgary	3,660	28,900	25,240
	Dallas-Ft. Worth	25,889	37,230	11,341
	Seattle	14,805	24,590	9,785
	Nashville	3,862	12,540	8,678
	Jacksonville	1,136	5,300	4,164
	Charlotte	5,359	8,420	3,061
	Vancouver	10,713	12,800	2,087
	South Florida	8,756	9,180	424
	SF Bay Area	31,171	-23,900	-55,071
Top Education Markets ↓	Washington, D.C.	38,669	-10,270	-48,939
	Los Angeles-Orange Co.	46,097	2,090	-44,007
	New York Metro	68,984	30,640	-38,344
	Boston	45,912	10,320	-35,592
	Atlanta	30,398	-3,550	-33,948
	Phoenix	18,481	-6,780	-25,261
	Chicago	25,757	1,800	-23,957
	Detroit	22,610	860	-21,750
	Philadelphia	23,341	2,310	-21,031
	Salt Lake City	26,463	8,760	-17,703
	San Diego	15,734	-670	-16,404
	Minneapolis-St. Paul	10,571	-4,540	-15,111
	Montreal	19,690	7,300	-12,390
	Columbus	7,498	-4,330	-11,828
	Pittsburgh	15,067	3,270	-11,797
	Baltimore	13,436	1,670	-11,766
	St. Louis	8,780	-1,690	-10,470
	Madison	8,652	400	-8,252
	Denver	13,205	5,040	-8,165
	Milwaukee	4,004	-2,880	-6,884
	Ottawa	7,577	800	-6,777
	Cincinnati	5,964	-120	-6,084
	Virginia Beach	5,775	-300	-6,075
	Inland Empire	5,016	-950	-5,966
	Portland	3,356	-2,290	-5,646
	Edmonton	5,315	400	-4,915
	Hartford	4,684	170	-4,514
	Cleveland	4,480	540	-3,940
	Kansas City	3,136	-770	-3,906
	Sacramento	7,220	3,340	-3,880
	Richmond	2,172	-1,190	-3,362
	Houston	10,241	7,080	-3,161
	Raleigh-Durham	13,991	11,730	-2,261
	Orlando	9,832	7,610	-2,222
	Tampa	5,971	3,890	-2,081
	Québec City	1,629	0	-1,629
	Waterloo Region	11,850	11,400	-450
	Austin	9,859	9,550	-309
	San Antonio	4,850	4,740	-110
	Indianapolis	2,765	2,690	-75

* Tech degrees cover the most recent three-year period available (2022-2024) and tech jobs added cover the time period reflecting when most graduates would be counted in employment figures (2023-2025).
Source: CBRE Research, U.S. Bureau of Labor Statistics, National Center for Education Statistics, Canadian Universities, 2026.

FIGURE 19: Population Change of Those in Their 20s by Market, 2019-2024

Market	% Change	Market	% Change
Large Tech Talent Markets (> 50,000 Workforce)		Portland	-4.0%
Calgary	21.9%	Baltimore	-4.1%
Toronto	19.3%	Detroit	-5.1%
Vancouver	17.4%	SF Bay Area	-7.2%
Salt Lake City	13.4%	San Diego	-10.2%
Dallas-Ft. Worth	10.9%	Los Angeles-Orange Co.	-11.1%
Ottawa	10.9%	Small Tech Talent Markets (< 50,000 Workforce)	
Austin	10.5%	Waterloo Region	49.6%
Charlotte	10.4%	Edmonton	10.3%
Houston	8.1%	Nashville	8.8%
Raleigh-Durham	7.7%	Madison	7.0%
Tampa	5.2%	San Antonio	4.1%
Phoenix	4.4%	Jacksonville	2.7%
Orlando	3.1%	Kansas City	2.5%
Atlanta	2.7%	Indianapolis	2.4%
Montreal	1.9%	Quebec City	1.2%
Denver	0.4%	Cincinnati	0.9%
South Florida	-0.2%	Columbus	0.2%
Boston	-0.3%	Cleveland	-0.3%
Washington, D.C.	-0.6%	Pittsburgh	-1.2%
Minneapolis-St. Paul	-0.7%	Milwaukee	-2.6%
New York Metro	-0.7%	Hartford	-3.1%
Seattle	-0.9%	Sacramento	-3.1%
Philadelphia	-2.3%	Richmond	-3.5%
Chicago	-2.7%	Inland Empire	-5.3%
St. Louis	-3.7%	Virginia Beach	-8.5%



FIGURE 20: Population Change of Those in Their 30s by Market, 2019-2024

Market	% Change	Market	% Change
Large Tech Talent Markets (> 50,000 Workforce)		Chicago	2.3%
Vancouver	27.0%	Baltimore	2.0%
Toronto	22.2%	Minneapolis-St. Paul	1.7%
Ottawa	21.2%	Los Angeles-Orange Co.	1.2%
Calgary	20.3%	Washington, D.C.	-1.8%
Charlotte	16.1%	SF Bay Area	-2.1%
Austin	16.1%	Small Tech Talent Markets (< 50,000 Workforce)	
Orlando	15.1%	Waterloo Region	37.7%
Dallas-Ft. Worth	12.4%	Richmond	17.9%
Raleigh-Durham	11.7%	Nashville	16.5%
Tampa	11.4%	Cleveland	16.0%
Seattle	11.2%	Edmonton	15.5%
Detroit	11.0%	Jacksonville	14.9%
Atlanta	10.9%	Quebec City	10.8%
South Florida	10.3%	San Antonio	10.6%
Houston	9.8%	Madison	10.6%
Montreal	9.1%	Inland Empire	7.6%
Phoenix	8.9%	Cincinnati	6.6%
Denver	8.4%	Pittsburgh	6.6%
Salt Lake City	8.1%	Columbus	5.9%
New York Metro	7.5%	Indianapolis	5.7%
Philadelphia	7.3%	Sacramento	5.7%
Boston	6.1%	Kansas City	5.2%
St. Louis	4.2%	Hartford	4.0%
Portland	3.1%	Virginia Beach	3.7%
San Diego	2.5%	Milwaukee	-0.7%

Source: U.S. Census Bureau, Statistics Canada, May 2026.

Source: U.S. Census Bureau , Statistics Canada, May 2026.

Growth rates were higher for degree-holders in their 20s and 30s. All but three markets saw degree-holders in their 20s increase between 2019 and 2024, with 11% aggregate growth for the 42 U.S. markets. Degree-holders in their 30s grew in all markets during the same period, with 17% growth for the 42-market aggregate (Figures 21 and 22).

FIGURE 21: Change in Residents in Their 20s with College Degrees by U.S. Market, 2019-2024

Market	% Change	Market	% Change
Large Tech Talent Markets (> 50,000 Workforce)		Small Tech Talent Markets (< 50,000 Workforce)	
Tampa	30.2%	Jacksonville	44.9%
Dallas-Ft. Worth	30.0%	San Antonio	37.3%
Salt Lake City	27.9%	Indianapolis	25.4%
Phoenix	23.9%	Cleveland	17.4%
Charlotte	23.8%	Virginia Beach	16.0%
Austin	19.7%	Milwaukee	15.9%
Raleigh-Durham	18.5%	Nashville	15.0%
South Florida	17.9%	Inland Empire	13.7%
Kansas City	17.3%	Richmond	13.2%
Houston	16.2%	Hartford	11.3%
San Diego	13.2%	Madison	8.6%
Denver	12.7%	Cincinnati	8.2%
Chicago	12.1%	Sacramento	6.9%
Philadelphia	12.0%	Pittsburgh	2.5%
Columbus	11.5%		
Detroit	10.1%		
New York Metro	9.1%		
Washington, D.C.	7.9%		
Atlanta	7.3%		
Orlando	5.4%		
Seattle	4.8%		
Boston	4.1%		
Minneapolis-St. Paul	3.2%		
Los Angeles-Orange Co.	2.4%		
St. Louis	1.9%		
SF Bay Area	-2.0%		
Baltimore	-4.1%		
Portland	-8.3%		

Source: U.S. Census Bureau, IPUMS, May 2026.

Figure 22: Change in Residents in Their 30s with College Degrees by U.S. Market, 2019-2024

Market	% Change	Market	% Change
Large Tech Talent Markets (> 50,000 Workforce)		Small Tech Talent Markets (< 50,000 Workforce)	
Austin	41.2%	Jacksonville	47.9%
Orlando	39.2%	Richmond	36.9%
Charlotte	36.8%	Inland Empire	26.8%
South Florida	30.2%	Nashville	26.5%
Tampa	27.9%	Hartford	23.1%
Dallas-Ft. Worth	27.2%	Cleveland	22.2%
Phoenix	25.9%	Sacramento	20.4%
Seattle	22.8%	Indianapolis	15.8%
Denver	21.5%	Virginia Beach	14.9%
Houston	20.9%	San Antonio	11.8%
Atlanta	20.4%	Milwaukee	10.6%
Detroit	20.0%	Madison	10.2%
Raleigh-Durham	18.9%	Pittsburgh	9.9%
Philadelphia	18.3%	Cincinnati	7.2%
St. Louis	17.3%		
New York Metro	16.5%		
Salt Lake City	15.0%		
Kansas City	12.9%		
Boston	12.3%		
Baltimore	11.5%		
San Diego	11.3%		
Los Angeles-Orange Co.	10.6%		
Chicago	10.5%		
Portland	10.3%		
Washington, D.C.	8.4%		
Columbus	4.7%		
SF Bay Area	3.6%		
Minneapolis-St. Paul	1.3%		

Source: U.S. Census Bureau, IPUMS, May 2026.

The Waterloo Region, Salt Lake City, Madison, Toronto and Vancouver had the highest concentrations of residents in their 20s, comprising 16% or more of each market’s total population (Figure 23). Austin, Seattle and Calgary had the highest concentrations of residents in their 30s (Figure 24).

People in their 20s and 30s accounted for 49% of the tech talent workforce across all industries in the U.S., compared with 40% for general office-using industries (Figure 25). Tech talent working within the tech industry had an even higher concentration at 52%. Older workers (age 55 and up) comprised 30% of the labor force for all office-using industries, compared with 21% of tech talent working in all industries and 17% of tech talent working within the tech industry.

FIGURE 23: Top 10 Most Concentrated Markets for Residents in Their 20s (2024)

Market	Population Concentration
Waterloo Region	20.4%
Salt Lake City	17.9%
Madison	17.1%
Toronto	16.6%
Vancouver	16.4%
Austin	14.7%
San Diego	14.3%
Boston	14.3%
Denver	14.3%
Ottawa	14.3%

Source: U.S. Census Bureau, Statistics Canada, May 2026.

FIGURE 24: Top 10 Most Concentrated Markets for Residents in Their 30s (2024)

Market	Population Concentration
Seattle	17.5%
Austin	17.4%
Calgary	17.3%
Vancouver	17.1%
Denver	17.1%
Edmonton	16.9%
Waterloo Region	16.5%
Toronto	16.2%
Portland	16.1%
SF Bay Area	15.8%

Source: U.S. Census Bureau, Statistics Canada, May 2026.

FIGURE 25: U.S. Workforce by Age for Select Industries (2024)



Note: Office-using includes occupations that are typically performed in an office setting (excluding tech talent).
Source: U.S. Census, IPUMS, CBRE Research, May 2026.

Top markets are distinguished by tech clusters and higher concentrations of tech talent. These clusters typically form around preeminent universities that tend to invest the most in innovation and provide a steady flow of new talent for local companies. Tech clusters also form around leading companies that draw other companies to a region and support an innovative ecosystem that spawns new entrepreneurs and companies.

Tech companies use these clusters for synergy and competition, thereby accelerating the innovation process. These companies in the high-tech industry are heavily concentrated, with 52% of their workers doing tech-related jobs in the U.S. and 66% in Canada (Figure 26). Consequently, tech talent clusters tend to form in markets with a strong concentration of high-tech companies.

Clusters typically form around preeminent universities that tend to invest the most in innovation and provide a steady flow of new talent for local companies.



FIGURE 26: Tech Talent Workforce Concentration by Industry (2025)

Industry	U.S.	Canada
High-Tech	52.3%	66.4%
Information**	12.3%	16.7%
Professional, Scientific & Technical Services**	9.1%	11.3%
Management of Companies & Enterprises	8.7%	N/A
FIRE	6.8%	12.3%
Total Employment	4.0%	7.0%
Government	3.5%	9.3%
Transportation, Warehousing & Wholesale	2.3%	3.5%
Education	2.0%	2.6%
Manufacturing**	1.8%	4.8%
Other	0.9%	1.9%
Health Care	0.8%	1.6%

*Includes computer software and services
**Excluding High-Tech
Source: U.S. Bureau of Labor Statistics, Statistics Canada, May 2026.

05 How diverse are Tech Talent markets?

Tech talent diversity by race/ethnicity and sex has improved slowly. Workforce dispersion and demographic analytics have created opportunities to increase diversity.

Strategic approaches to diverse team building can be enhanced by greater use of data and benchmarking analytics that identify where diverse talent is located and being developed. Our analysis details workforce race/ethnicity and sex by geography and industry. College tech degree graduates’ race/ethnicity and sex was also analyzed by geography. Workforce diversity for these categories used office-using industries as the benchmark for comparison. If tech talent diversity was below this benchmark, there was underrepresentation.

Industry Diversity

Tech talent across all industries has been little changed over the past five years and remains predominantly White, Asian and male relative to total employment and office-using employment. U.S. Census Bureau data from 2024 shows that Hispanics, Blacks, other non-Whites, non-Asians and females were underrepresented (Figure 27). The Hispanic, Black and Other race/ethnicity categories combined accounted for 29.4% of the office-using workforce and 23.8% of the tech talent workforce in the U.S. In Canada, underrepresented race/ethnicity groups have a small share of tech talent employment (13.5%) and are closely aligned with office-using industries (14.1%) (Figure 28).

Female Diversity

Females were the most underrepresented group within the tech talent workforce (Figure 27), comprising 25% of the tech talent workforce across all industries and 21% within the tech industry. Females accounted for 31% of all occupations within the tech industry in the U.S., below the 48% share of total employment and 50% share of the office-using workforce.

In Canada, females comprised 22% of tech occupations within the tech industry and 25% across all industries (Figure 28). They were 49% of Canada’s total workforce and 46% of the office-using workforce.

FIGURE 27: U.S. Workforce by Race/Ethnicity for Selected Industries (2024)

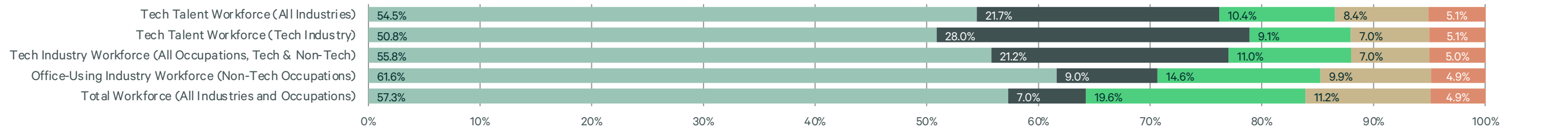
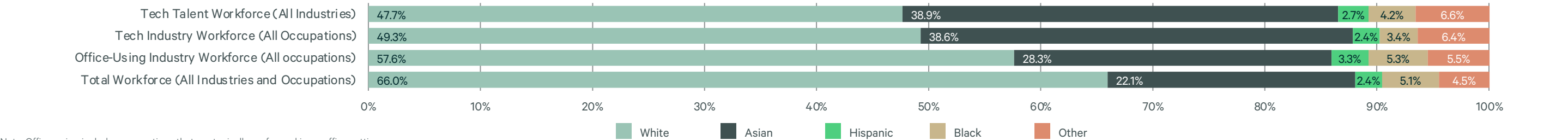


FIGURE 28: Canada Workforce by Race/Ethnicity for Selected Industries (2024)



Note: Office-using includes occupations that are typically performed in an office setting (excluding tech talent).
Source: U.S. Census, IPUMS, Statistics Canada, CBRE Research, May 2026.

Tech Degree Graduate Diversity & Current Enrollment

The pipeline of recent tech degree graduates offers opportunities to build the next generation of talent and use analytics to measure success. These graduates, like the existing tech talent workforce, were predominantly White, Asian and male.

Of the 383,000 U.S. tech degree graduates in 2024, 27% were from underrepresented race/ethnicity groups and 27% were female (Figure 29). Underrepresented race/ethnicity groups accounted for 33% of total college graduates in 2024 and females accounted for 59%. Asian, Hispanic and other race/ethnicity groups have materially increased their shares of tech degrees since 2010, while Blacks have increased slightly and the share of Whites has declined. The share of females has grown by 5 percentage points.

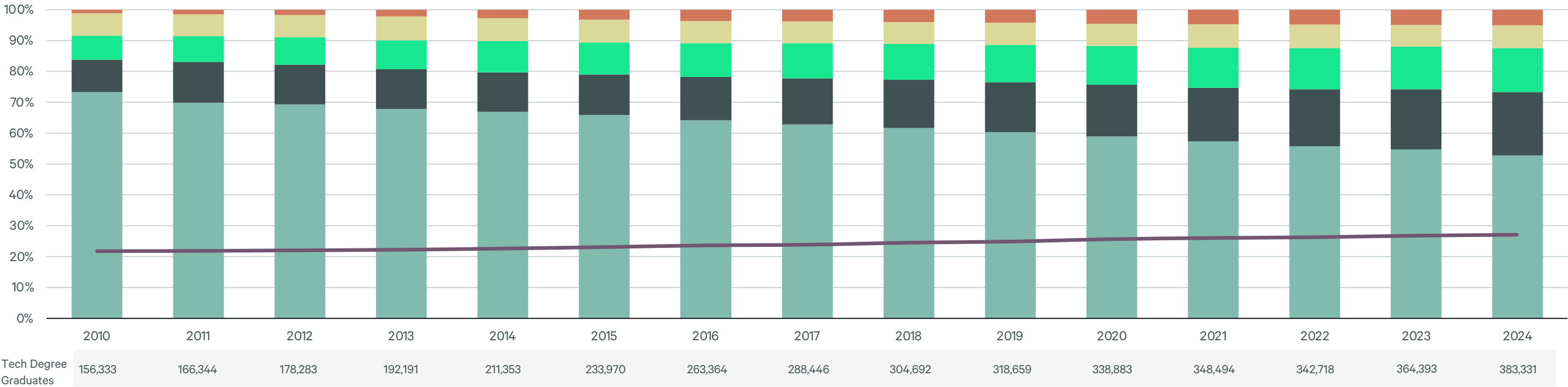
Compared with the existing tech talent workforce, the share of tech degree graduates from underrepresented groups (27%) exceeded existing workers (24%), as did female tech degree graduates (27%) compared with existing workers (25%). This is a positive indicator of future tech talent diversity.

Tech Talent Diversity Progress

Greater diversity of the tech talent workforce should continue to slowly progress. Our review of U.S. Equal Employment Opportunity Commission diversity data and publicly released data from private tech companies confirms this. Accelerating the pace of workforce diversity is both a challenge and an opportunity.

Technology will be critical to support the new hybrid approach to work, in which team members can work either in the office, remotely or from widely dispersed locations. This hybrid approach shows promise to expand tech talent recruitment across all markets and increase workforce diversity.

FIGURE 29: U.S. Tech Degree Graduate's Race/Ethnicity & Sex (2024)



Note: Total U.S. tech degree graduates and male/female breakdown includes foreigners.
Race/ethnicity breakdown excludes unknown races and foreigners.
Source: IPEDS, CBRE Research, April 2026.

06 What are the
highest- and lowest-cost
markets to operate in?

Employee wages are the biggest cost for tech companies. Highly skilled and educated tech workers often command more than double the average non-tech salary.

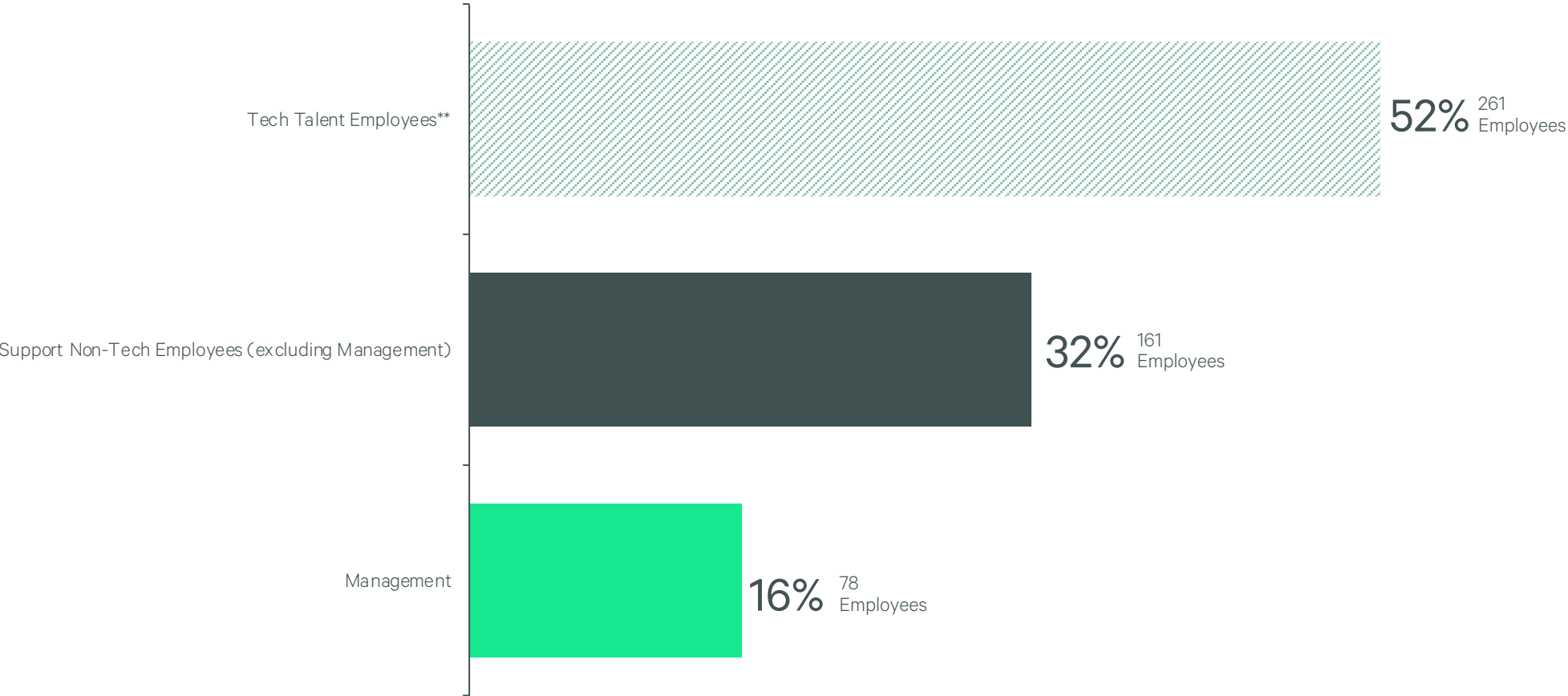
The San Francisco Bay Area ranked highest for average tech worker salary at \$195,000 per year, about \$38,000 more than second-highest Seattle. The average tech worker salary in 19 of the 50 top tech talent markets was at or above their respective national average (13 U.S. and six Canadian markets).

Office rent is the second-biggest cost for most companies. Even though fully remote and hybrid work are common, companies understand the benefits of tech clustering and often place a higher value on specific submarkets and even specific streets convenient to tech talent. Manhattan has the highest average office rent, followed by the San Francisco Bay Area, South Florida, Boston and Austin.

Combining wage and real estate costs provides a benchmark of what a tech company might pay to operate in any of the top 50 tech talent markets. For this comparison, U.S. occupational averages were analyzed to determine the makeup of a typical 500-person tech company (Figure 30) using 60,000 sq. ft. of office space.

Local market wages were applied to the various occupations to determine total annual wage costs by market, while local market rents were used to estimate the annual cost of renting a 60,000-sq.-ft. office to house 500 employees. The San Francisco Bay Area topped the list with the highest estimated annual cost in 2025 at \$91 million, followed distantly by New York Metro, Seattle and Boston. The lowest cost markets were all in Canada, with Quebec City the least expensive at \$36 million (Figure 31). Since tech industry wages are 15% higher than the U.S. average, tech companies can expect higher annual costs. The 50-market average annual cost exceeded last year’s by \$2.4 million, almost entirely due to wage increases.

FIGURE 30: Average U.S. Tech Company Occupation Pools*



* Excluding high-tech manufacturing.
** Tech Talent includes the following occupation categories: software development & programming, computer support, database & systems, technology & engineering-related and computer information system management.
Source: U.S. Bureau of Labor Statistics, May 2026.

FIGURE 31: Estimated One-Year Company Costs by Market (500 Employees; 60,000 Sq. Ft. of Office Space)

Market	Rent Cost ¹	Tech Talent Wages ²	Support Non-Tech Wages ³	Management Wages ⁴	Total
SF Bay Area	\$3,796,074	\$50,931,946	\$15,811,057	\$20,089,680	\$90,628,757
New York Metro**	\$4,919,926	\$39,864,625	\$12,903,301	\$16,212,660	\$73,900,512
Seattle	\$2,818,303	\$41,065,429	\$13,091,008	\$16,901,600	\$73,876,341
Boston	\$3,096,600	\$38,497,951	\$13,245,592	\$16,154,200	\$70,994,343
Washington, D.C.	\$2,594,170	\$37,693,920	\$13,122,461	\$15,315,040	\$68,725,590
San Diego	\$2,468,767	\$37,429,373	\$11,319,097	\$15,609,560	\$66,826,797
L.A-Orange County	\$2,634,529	\$36,177,063	\$11,344,027	\$15,413,460	\$65,569,079
Denver	\$2,044,033	\$35,686,820	\$12,692,940	\$14,968,967	\$65,392,760
Portland	\$1,970,774	\$35,123,489	\$11,431,540	\$13,983,040	\$62,508,844
Austin	\$2,933,850	\$34,812,703	\$10,519,218	\$14,241,300	\$62,507,070
Raleigh-Durham	\$1,880,856	\$33,944,296	\$11,375,776	\$13,999,690	\$61,200,618
Charlotte	\$2,234,963	\$33,051,406	\$11,039,174	\$14,396,700	\$60,722,243
Baltimore	\$1,606,743	\$35,426,386	\$10,294,752	\$12,860,460	\$60,188,341
Atlanta	\$2,029,280	\$32,612,136	\$10,552,502	\$14,299,760	\$59,493,677
Dallas-Ft. Worth	\$2,009,732	\$33,533,006	\$10,145,336	\$13,743,280	\$59,431,354
Chicago	\$2,232,977	\$32,723,035	\$10,762,720	\$13,675,940	\$59,394,672
Sacramento	\$1,549,266	\$32,891,545	\$11,192,462	\$13,593,060	\$59,226,333
Minneapolis-St. Paul	\$1,774,739	\$31,688,008	\$11,125,254	\$14,257,580	\$58,845,581
Philadelphia	\$1,936,534	\$32,763,969	\$10,475,785	\$13,586,400	\$58,762,688
Richmond	\$1,282,800	\$32,111,304	\$10,557,720	\$14,560,240	\$58,512,064
Hartford	\$1,290,493	\$32,615,228	\$10,970,732	\$12,943,340	\$57,819,793
Phoenix	\$1,803,287	\$31,624,198	\$10,101,196	\$12,930,760	\$56,459,441
Houston	\$1,890,305	\$31,376,403	\$9,572,456	\$13,482,800	\$56,321,964
Inland Empire	\$1,582,626	\$30,365,760	\$9,903,020	\$13,674,460	\$55,525,866
Tampa	\$1,921,521	\$30,487,074	\$9,572,631	\$13,026,960	\$55,008,187

Market	Rent Cost ¹	Tech Talent Wages ²	Support Non-Tech Wages ³	Management Wages ⁴	Total
Salt Lake City	\$1,601,834	\$30,891,357	\$9,520,549	\$12,938,160	\$54,951,899
South Florida	\$3,309,552	\$29,483,179	\$9,132,515	\$12,260,320	\$54,185,566
Detroit	\$1,240,422	\$29,914,724	\$10,145,549	\$12,807,180	\$54,107,875
Nashville	\$2,283,563	\$29,068,964	\$9,812,559	\$12,895,980	\$54,061,067
Orlando	\$1,704,512	\$29,741,430	\$9,385,089	\$13,197,900	\$54,028,931
Jacksonville	\$1,407,222	\$29,795,530	\$9,787,117	\$12,816,060	\$53,805,929
Cincinnati	\$1,233,726	\$29,426,713	\$9,926,312	\$13,193,460	\$53,780,211
Virginia Beach	\$1,367,400	\$29,693,994	\$9,340,775	\$13,337,020	\$53,739,189
Madison	\$1,288,200	\$29,476,452	\$10,271,948	\$12,588,140	\$53,624,740
Kansas City	\$1,407,705	\$28,730,313	\$9,941,416	\$12,722,080	\$52,801,514
St. Louis	\$1,302,458	\$29,162,241	\$9,632,149	\$12,312,120	\$52,408,968
San Antonio	\$1,740,967	\$29,581,839	\$8,750,317	\$12,330,620	\$52,403,744
Columbus	\$1,360,304	\$28,858,127	\$9,305,633	\$12,612,930	\$52,136,994
Milwaukee	\$1,299,791	\$27,972,197	\$9,851,489	\$12,511,180	\$51,634,656
Pittsburgh	\$1,591,888	\$28,748,465	\$9,205,456	\$12,076,060	\$51,621,869
Cleveland	\$1,148,152	\$27,980,451	\$9,534,551	\$11,899,200	\$50,562,354
Indianapolis	\$1,328,705	\$27,291,248	\$9,820,532	\$11,641,680	\$50,082,164
Toronto*	\$2,114,003	\$21,936,961	\$9,277,789	\$8,764,351	\$42,093,104
Vancouver*	\$2,380,297	\$21,909,689	\$9,236,998	\$8,531,004	\$42,057,987
Ottawa*	\$1,527,210	\$22,170,085	\$9,416,753	\$8,894,422	\$42,008,470
Calgary*	\$1,546,569	\$20,988,963	\$9,064,502	\$8,829,386	\$40,429,421
Waterloo Region*	\$1,278,985	\$21,641,634	\$8,685,749	\$8,371,904	\$39,978,271
Montreal*	\$1,676,489	\$20,794,694	\$8,376,593	\$8,627,357	\$39,475,133
Edmonton*	\$1,471,714	\$19,143,402	\$8,455,639	\$7,725,120	\$36,795,875
Quebec City*	\$1,244,138	\$18,618,874	\$8,367,029	\$7,905,098	\$36,135,140

* In US\$
** New York office rent cost represents Manhattan only, all others are metro area.
Source: U.S. Bureau of Labor Statistics, Canada Statistics, CBRE Research, 2026.
¹ Average Rent × 60,000 SF ² Average Wage × 261 People ³ Average Wage × 161 People ⁴ Average Wage × 78 People

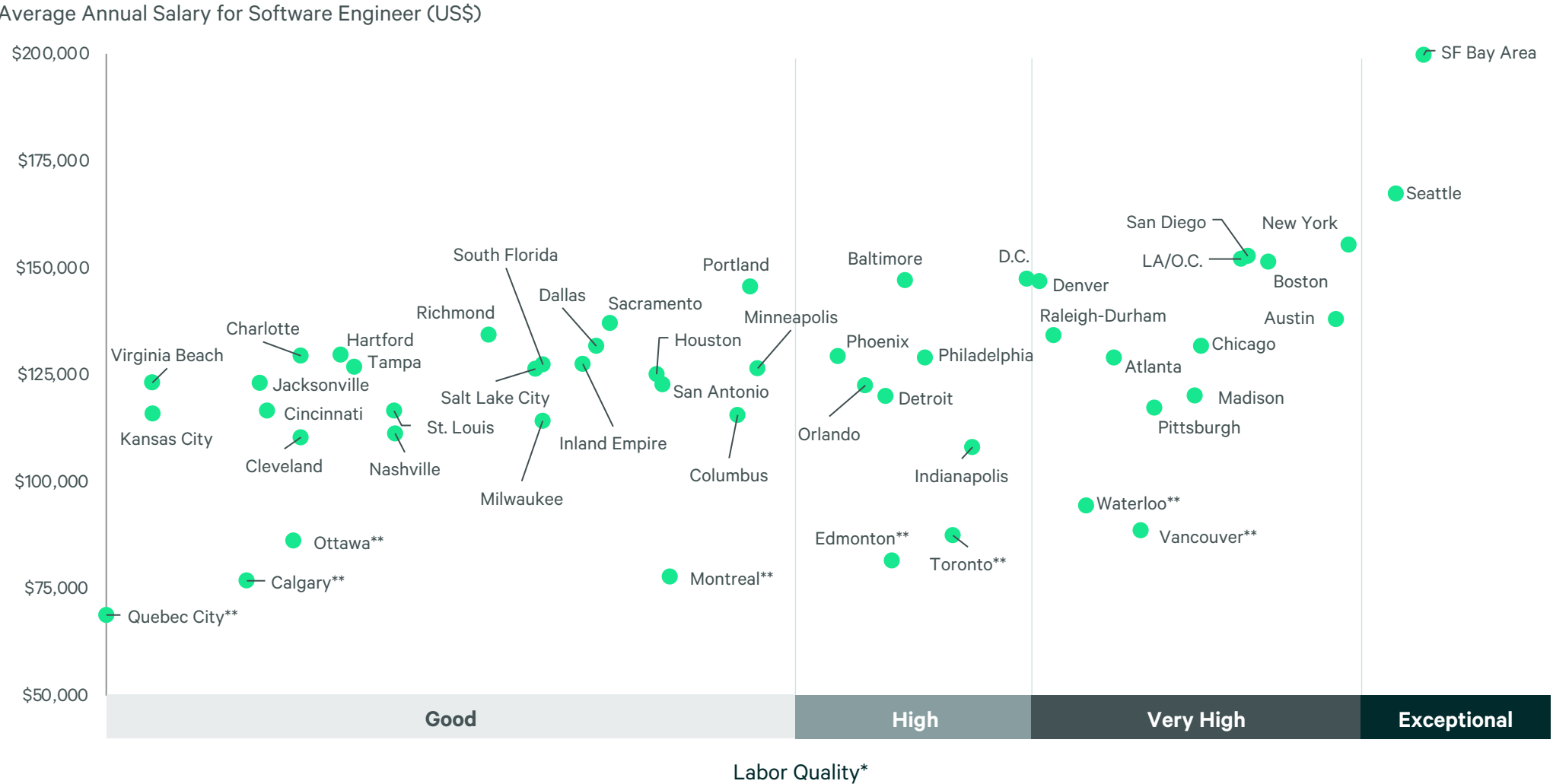
07 How is Tech Talent
quality vs. cost
measured?

Assessing the quality of a labor market is challenging because no standard metrics exist.

Since salaries are the largest expense for most companies seeking tech talent, the quality of that tech talent is becoming one of their most important considerations. Figure 32 plots a quality assessment for software developers against their average salary by market to illustrate this trade-off across the top 50 tech talent markets.

Software engineer quality was measured by the number and concentration of software engineers with three or more years of experience and who graduated from one of the top 25 computer science schools in the U.S. and top five in Canada, as determined by U.S. News & World Report. The highest-cost markets (San Francisco Bay Area and Seattle) also have the highest concentration of quality software engineers. Nevertheless, good, high and very high concentrations of quality software engineers are available in relatively low-cost markets, providing a range of options. Due in part to exchange rates, Vancouver and the Waterloo Region in Canada provide the best value when it comes to cost and quality, followed by Madison and Pittsburgh in the U.S. Toronto, Edmonton and Indianapolis also offer good value.

FIGURE 32: Tech Talent Quality vs. Cost Analysis by Market



Note: LinkedIn Talent Insights data is derived by aggregating profile data voluntarily submitted by LinkedIn members. As such, LinkedIn cannot guarantee its accuracy.
*Concentration of software engineers/developers with 3+ years of experience that have earned degrees from the top 25 computer information science programs in the U.S. and top 5 in Canada relative to total software engineers/developers, as rated by U.S. News & World Report.
**Data in US\$.
Source: U.S. Bureau of Labor Statistics, Statistics Canada, U.S. News & World Report, CBRE Labor Analytics, CBRE Research, 2026.

08 How does Tech Talent
impact commercial
real estate?

The high-tech industry has once again become a top driver of U.S. office leasing activity with rapid growth of AI-related companies. Tech companies accounted for 21% of total U.S. and Canada office leasing activity¹ in the first half of 2026, up from 13% in 2023.

Prior to the pandemic, many tech talent markets, especially those with high concentrations or clusters of tech companies, had seen rising office rents and declining vacancy rates. But since early 2020, all but four markets have seen office vacancy rates increase, with Seattle, Denver and Chicago having the highest as of Q4 2025—each at 28% or higher. Compared with pre-pandemic Q1 2020, rents in the San Francisco Bay Area were 14% lower in Q4 2025. South Florida, Nashville, Austin, Dallas-Ft. Worth, Boston, Tampa, San Antonio and Charlotte had rent growth of 20% or more over the same period (Figure 33).

Tech talent continues to impact office markets through return-to-office and work-from-home policies. As hybrid work arrangements become standard, tech employers are still optimizing office space strategies. While many have downsized, others have maintained their portfolio size to accommodate large team meetings and ensure that there is sufficient space for collaboration. AI-related companies have substantially grown their real estate portfolios to accommodate rapid workforce growth and largely full-time work from the office.

¹Includes leases of 10,000 sq. ft. or more each quarter for the 50+ markets tracked by CBRE Research.

FIGURE 33: Office Asking Rent & Vacancy Rate by Market (Q4 2025)

Market	Annual Gross Direct Asking Rent Per SF (US\$)	Vacancy Rate	Market	Annual Gross Direct Asking Rent Per SF (US\$)	Vacancy Rate
New York (Manhattan)*	\$82.00	12.7%	Orlando	\$28.41	17.5%
SF Bay Area	\$63.27	24.2%	Montreal	\$27.94	18.5%
South Florida	\$55.16	16.1%	Baltimore	\$26.78	20.9%
Boston	\$51.61	20.2%	Salt Lake City	\$26.70	23.0%
Austin	\$48.90	24.9%	Pittsburgh	\$26.53	17.2%
Seattle	\$46.97	28.6%	Inland Empire	\$26.38	5.7%
Los Angeles-Orange Co.	\$43.91	21.6%	Sacramento	\$25.82	18.8%
Washington, D.C.	\$43.24	22.2%	Calgary	\$25.78	25.9%
San Diego	\$41.15	14.5%	Ottawa	\$25.45	13.3%
Vancouver	\$39.67	11.4%	Edmonton	\$24.53	19.0%
Nashville	\$38.06	18.4%	Kansas City	\$23.46	17.5%
Charlotte	\$37.25	25.7%	Jacksonville	\$23.45	24.8%
Chicago	\$37.22	28.4%	Virginia Beach	\$22.79	10.8%
Toronto	\$35.23	17.9%	Columbus	\$22.67	20.5%
Denver	\$34.07	28.5%	Indianapolis	\$22.15	19.9%
Atlanta	\$33.82	26.0%	St. Louis	\$21.71	21.6%
Dallas-Ft. Worth	\$33.50	27.7%	Milwaukee	\$21.66	18.5%
Portland	\$32.85	27.2%	Hartford	\$21.51	22.9%
Philadelphia	\$32.28	24.7%	Madison	\$21.47	7.5%
Tampa	\$32.03	19.4%	Richmond	\$21.38	11.1%
Houston	\$31.51	25.9%	Waterloo Region	\$21.32	17.4%
Raleigh-Durham	\$31.35	20.6%	Quebec City	\$20.74	14.7%
Phoenix	\$30.05	20.6%	Detroit	\$20.67	20.0%
Minneapolis-St. Paul	\$29.58	23.6%	Cincinnati	\$20.56	21.3%
San Antonio	\$29.02	18.6%	Cleveland	\$19.14	19.7%

*New York represents Manhattan only, all others are metro area.
Source: CBRE Research, Q4 2025.

Since early 2020, all but four markets have seen office vacancy rates increase, with Seattle, Denver and Chicago having the highest as of Q4 2025.

The in-migration of talent to these tech markets also has a sizable impact on residential real estate. Apartment rents have increased in 30 of 50 top tech talent markets since 2022. Manhattan was the most expensive last year with an average monthly rent of \$3,653 (Figure 34).

Comparing the annual average apartment rent with the annual average tech-worker salary shows that tech salaries generally can cover the cost of living in most of the priciest markets (Figure 35), based on the affordability standard of 30% of income to housing. Only eight markets have a rent-to-tech wage ratio above 20%. Manhattan (29%) and South Florida (27%) had the highest ratios (least affordable) and San Antonio (12%) and Austin (13%) had the lowest ratios (most affordable).

FIGURE 34: Average Monthly Apartment Rent by Market (Q4 2025)

Market	Average Monthly Apartment Rent (US\$)	Apt. 3 Year Growth**	Market	Average Monthly Apartment Rent (US\$)	Apt. 3 Year Growth**	Market	Average Monthly Apartment Rent (US\$)	Apt. 3 Year Growth**
New York (Manhattan)*	\$3,653	8.0%	Orlando	\$1,707	-8.8%	Austin	\$1,409	-19.0%
SF Bay Area	\$3,196	4.7%	Milwaukee	\$1,689	8.6%	Vancouver	\$1,407	17.9%
Boston	\$2,926	5.5%	Minneapolis-St. Paul	\$1,664	4.6%	Kansas City	\$1,392	7.5%
Los Angeles-Orange Co.	\$2,856	-1.3%	Madison	\$1,644	10.1%	St. Louis	\$1,391	5.7%
San Diego	\$2,811	-2.3%	Pittsburgh	\$1,630	5.2%	Columbus	\$1,389	5.7%
South Florida	\$2,580	-0.1%	Virginia Beach	\$1,623	10.0%	Cleveland	\$1,385	7.0%
Inland Empire	\$2,296	-1.3%	Nashville	\$1,585	-7.3%	Toronto	\$1,372	15.2%
Washington, D.C.	\$2,218	4.7%	Atlanta	\$1,584	-9.3%	Houston	\$1,362	-2.4%
Chicago	\$2,210	11.0%	Richmond	\$1,566	3.3%	Indianapolis	\$1,315	4.8%
Seattle	\$2,209	1.2%	Charlotte	\$1,524	-7.3%	Calgary	\$1,263	31.9%
Sacramento	\$1,975	-1.4%	Cincinnati	\$1,507	8.9%	Ottawa	\$1,238	18.2%
Philadelphia	\$1,957	4.1%	Salt Lake City	\$1,504	-7.9%	Waterloo Region	\$1,238	23.5%
Hartford	\$1,928	10.2%	Dallas-Ft. Worth	\$1,487	-7.4%	San Antonio	\$1,157	-12.6%
Tampa	\$1,788	-5.9%	Phoenix	\$1,474	-13.5%	Edmonton	\$1,050	22.6%
Baltimore	\$1,746	2.5%	Raleigh-Durham	\$1,458	-9.3%	Montreal	\$925	29.3%
Denver	\$1,740	-9.6%	Jacksonville	\$1,437	-10.0%	Quebec City	\$880	29.6%
Portland	\$1,737	-3.9%	Detroit	\$1,413	4.1%			

*New York represents Manhattan only, all others are metro area.
**2022 to 2025.
Source: CBRE Econometric Advisors, Axiometrics, CMHC, Q4 2025.

Comparing the annual average apartment rent with the annual average tech-worker salary shows that tech salaries generally can cover the cost of living in most of the priciest markets

FIGURE 35: Ratio of Apartment Rent to Average Tech Wage by Market (US\$)

Market	Annualized Apartment Rent (2025)	Average Annual Tech Wage (2025)	Rent-to-Tech Wage Ratio
New York (Manhattan)*	\$43,840	\$152,738	28.7%
South Florida	\$30,957	\$112,962	27.4%
Los Angeles-Orange Co.	\$34,270	\$138,609	24.7%
Boston	\$35,110	\$147,502	23.8%
Inland Empire	\$27,556	\$116,344	23.7%
San Diego	\$33,731	\$143,408	23.5%
Chicago	\$26,522	\$125,376	21.2%
Vancouver	\$16,890	\$83,945	20.1%
SF Bay Area	\$38,351	\$195,142	19.7%
Toronto	\$16,459	\$84,050	19.6%
Milwaukee	\$20,267	\$107,173	18.9%
Calgary	\$15,152	\$80,417	18.8%
Sacramento	\$23,695	\$126,021	18.8%
Philadelphia	\$23,488	\$125,532	18.7%
Hartford	\$23,135	\$124,963	18.5%
Washington, D.C.	\$26,620	\$144,421	18.4%
Tampa	\$21,457	\$116,809	18.4%
Orlando	\$20,489	\$113,952	18.0%
Waterloo Region	\$14,851	\$82,918	17.9%
Pittsburgh	\$19,554	\$110,147	17.8%
Ottawa	\$14,859	\$84,943	17.5%
Madison	\$19,723	\$112,937	17.5%
Edmonton	\$12,596	\$73,346	17.2%
Virginia Beach	\$19,476	\$113,770	17.1%
Nashville	\$19,020	\$111,375	17.1%



Market	Annualized Apartment Rent (2025)	Average Annual Tech Wage (2025)	Rent-to-Tech Wage Ratio
Seattle	\$26,509	\$157,339	16.8%
Minneapolis-St. Paul	\$19,969	\$121,410	16.4%
Cincinnati	\$18,088	\$112,746	16.0%
Cleveland	\$16,616	\$107,205	15.5%
Portland	\$20,838	\$134,573	15.5%
Baltimore	\$20,949	\$135,733	15.4%
Richmond	\$18,790	\$123,032	15.3%
Denver	\$20,876	\$136,731	15.3%
Salt Lake City	\$18,046	\$118,358	15.2%
Atlanta	\$19,014	\$124,951	15.2%
Kansas City	\$16,709	\$110,078	15.2%
Jacksonville	\$17,240	\$114,159	15.1%
Indianapolis	\$15,780	\$104,564	15.1%
Columbus	\$16,664	\$110,568	15.1%
St. Louis	\$16,695	\$111,733	14.9%
Quebec City	\$10,557	\$71,337	14.8%
Detroit	\$16,953	\$114,616	14.8%
Phoenix	\$17,690	\$121,166	14.6%
Charlotte	\$18,284	\$126,634	14.4%
Montreal	\$11,099	\$79,673	13.9%
Dallas-Ft. Worth	\$17,845	\$128,479	13.9%
Houston	\$16,342	\$120,216	13.6%
Raleigh-Durham	\$17,498	\$130,055	13.5%
Austin	\$16,911	\$133,382	12.7%
San Antonio	\$13,886	\$113,340	12.3%

*New York represents Manhattan only, all others are metro area.
Source: U.S. Bureau of Labor Statistics, Statistics Canada, CBRE Econometric Advisors, Axiometrics, CMHC, 2025.

09 What are the up-and-coming markets for Tech Talent?

Next 25 U.S. and Canada Tech Talent Markets

The rising importance of technology in business and society has caused a global expansion of tech talent labor pools and implementation of more distributed labor strategies by tech talent employers seeking innovation potential and efficiency. Smaller interior U.S. and Canadian markets have experienced tech talent growth as a result.

Fostering talent development in lesser-known and underdeveloped U.S. and Canadian markets could offer additional talent pools to employers seeking to expand their geographical reach and uncover opportunities. They have been separately ranked from the top 50 markets according to their relative strength. In the U.S., most of them are in the Midwest and South (Figure 36). The top five ranked markets were Huntsville, Halifax, Colorado Springs, Dayton and London (Ontario).

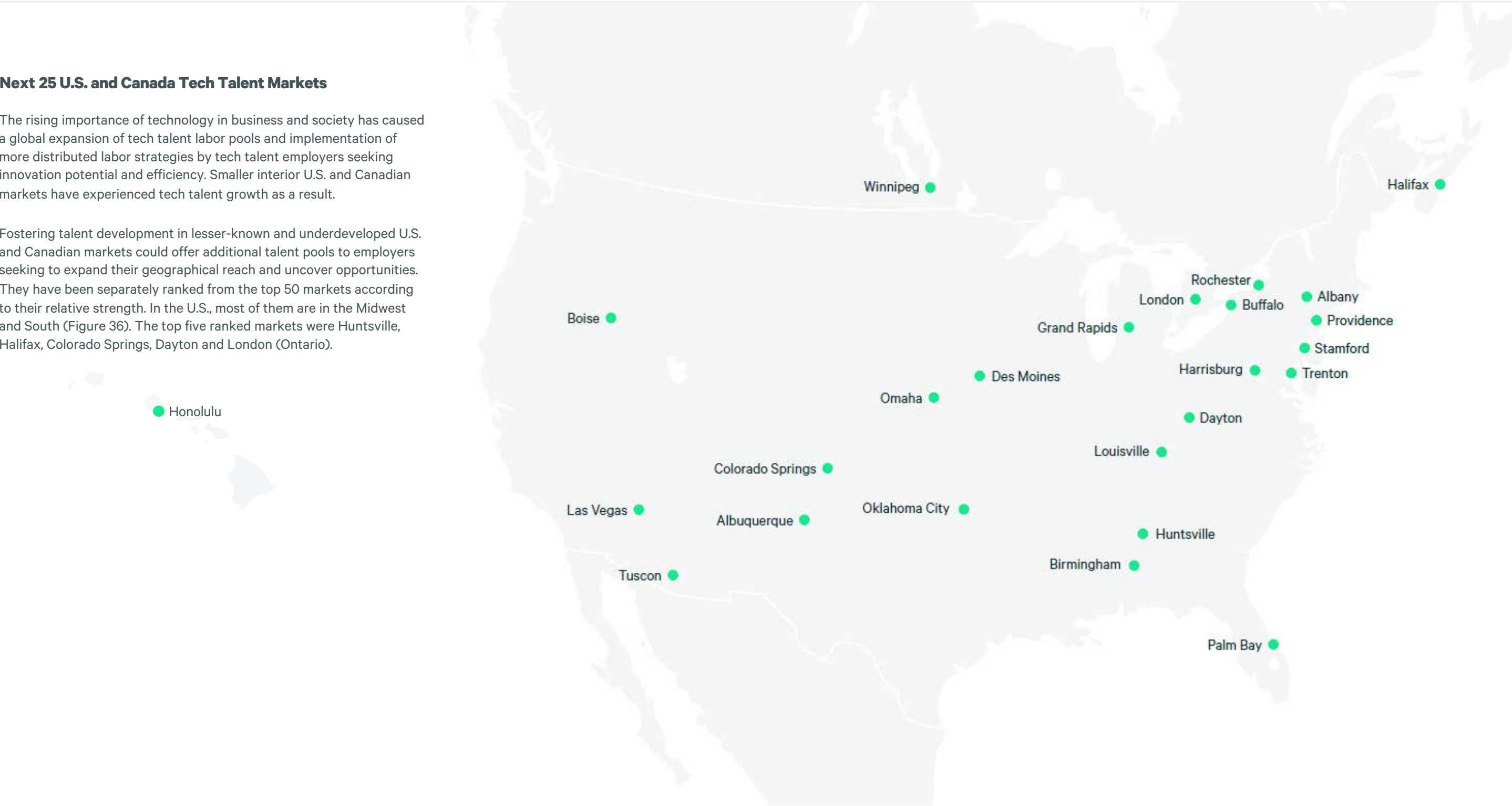


FIGURE 36: Next 25 U.S. and Canada Tech Talent Markets

	Market	Total Tech Employment (2025)	Total Tech Growth (3 years)	Total Tech Wages (2025)	Total Tech Wage Growth (3 years)	Software Developer Wage (2025)	Software Developer Wage Growth (3 years)	Tech Talent Degree Graduates (2024)
1	Huntsville	25,910	17.9%	\$123,142	9.5%	\$124,470	7.0%	988
2	Halifax*	20,300	19.4%	\$71,500	21.1%	\$70,071	18.4%	1,346
3	Colorado Springs	20,160	12.3%	\$126,921	16.5%	\$140,237	34.4%	1,500
4	Dayton	17,150	-1.8%	\$106,835	14.4%	\$109,001	13.1%	1,689
5	London, Ontario*	19,300	16.3%	\$70,726	14.6%	\$70,265	7.9%	1,155
6	Albany	18,750	-5.0%	\$108,967	11.1%	\$113,274	12.6%	2,007
7	Providence	20,060	4.3%	\$118,535	7.6%	\$123,651	-2.2%	1,928
8	Las Vegas	22,750	16.2%	\$101,456	16.2%	\$101,568	-2.4%	516
9	Omaha	23,330	-0.5%	\$106,566	12.1%	\$109,839	9.2%	910
10	Rochester	22,560	-2.0%	\$115,113	17.5%	\$121,279	17.1%	2,234
11	Winnipeg*	23,300	14.8%	\$65,843	12.3%	\$67,278	7.3%	507
12	Stamford	16,350	39.5%	\$145,607	17.5%	\$154,975	24.5%	353
13	Birmingham	16,570	3.7%	\$107,669	13.9%	\$114,555	14.9%	527
14	Trenton	13,760	11.7%	\$128,734	5.3%	\$128,383	6.1%	864
15	Palm Bay	16,130	20.0%	\$116,536	11.7%	\$129,156	10.6%	631
16	Buffalo	15,000	-11.7%	\$110,857	14.2%	\$119,847	18.3%	1,997
17	Oklahoma City	23,300	8.6%	\$100,129	11.2%	\$107,814	10.2%	996
18	Boise	11,910	1.4%	\$112,234	26.9%	\$127,835	34.1%	458
19	Des Moines	19,180	5.1%	\$108,525	9.3%	\$113,426	10.9%	98
20	Tucson	16,710	0.8%	\$107,698	5.0%	\$118,206	4.2%	1,277
21	Louisville	17,620	-13.4%	\$99,686	13.7%	\$114,741	18.9%	647
22	Albuquerque	16,110	10.2%	\$112,226	18.0%	\$116,442	23.2%	446
23	Grand Rapids	16,320	21.8%	\$102,001	15.1%	\$108,319	19.1%	801
24	Harrisburg	10,680	-22.6%	\$104,603	9.4%	\$111,184	10.5%	918
25	Honolulu	12,930	8.1%	\$107,376	13.0%	\$122,611	15.8%	411

*Data in US\$
Note: Markets were separately ranked according to their relative strength based on eight of the 13 metrics used for the top 50.
Source: U.S. Bureau of Labor Statistics, National Center for Education Statistics, Canadian Universities, Statistics Canada, May 2026.

10 Market Profiles

01 San Francisco Bay Area

Score
81.98

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	375,730	-6.0%	\$195,142	4.4%
Software Developers & Programmers	202,260	-0.5%	\$199,618	0.1%
Computer Support, Database & Systems	99,170	-10.5%	\$155,211	5.3%
Computer & Information Systems Managers	42,900	-6.3%	\$284,355	11.2%
Technology Engineering-Related	31,400	-21.0%	\$170,534	11.2%
Total Non-Tech Occupations	359,160	-4.1%	\$98,205	10.6%
Sales	54,360	-9.1%	\$125,112	-6.6%
Administrative & Office Support	163,870	-10.7%	\$63,454	11.4%
Business Operations & Finance	90,460	3.2%	\$124,504	9.6%
Marketing	50,470	16.0%	\$134,922	21.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

68.9%

SF Bay Area

AI Talent

Artificial Intelligence Tech Talent (2026)

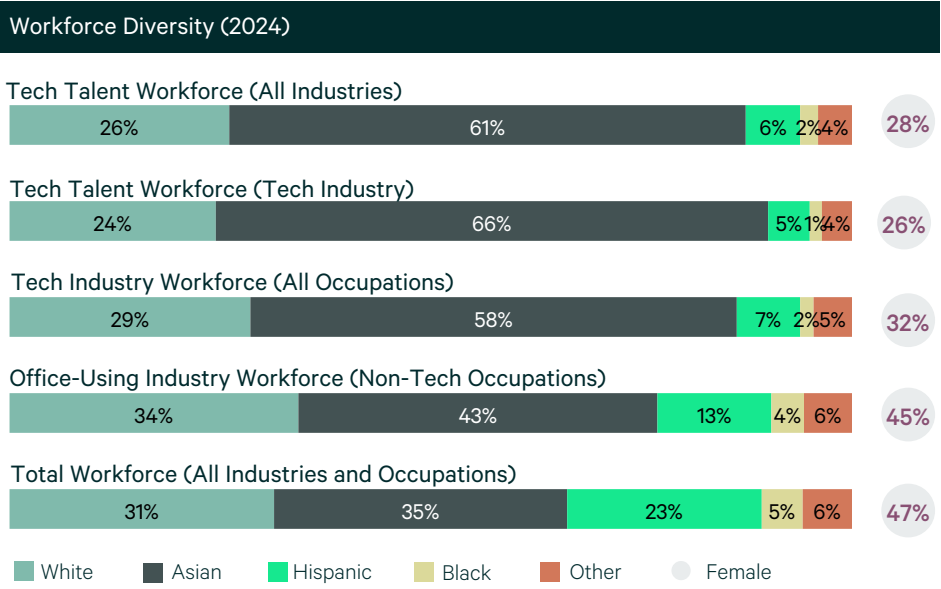
98,699

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

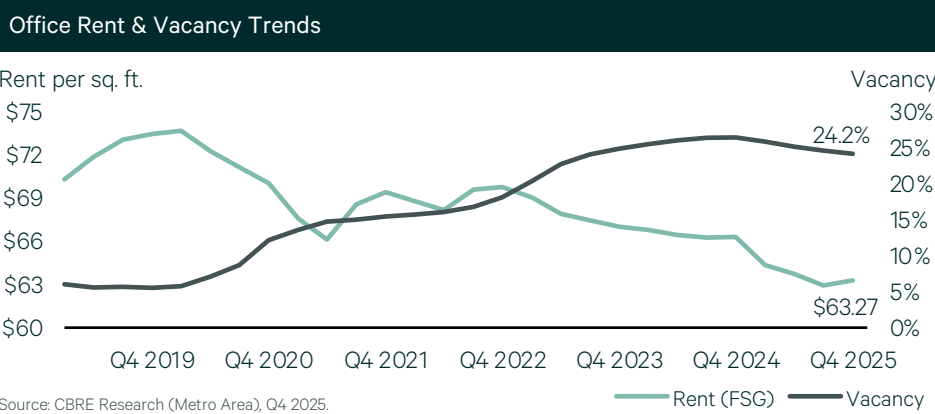


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	6,512	19.8%	66.0%	34.0%
Math/Statistics	1,325	-10.8%	64.7%	35.3%
Other Tech Engineering	3,134	1.6%	72.0%	28.0%
Totals	10,971	9.7%	67.5%	32.5%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	6,512	21.3%	57.3%	12.8%	3.2%	5.4%
Math/Statistics	1,325	27.9%	44.2%	17.4%	1.5%	9.1%
Other Tech Engineering	3,134	24.5%	44.2%	20.5%	3.3%	7.4%
Totals	10,971	23.1%	51.7%	15.7%	3.1%	6.4%

Source: The National Center for Education Statistics (Region), 2026.



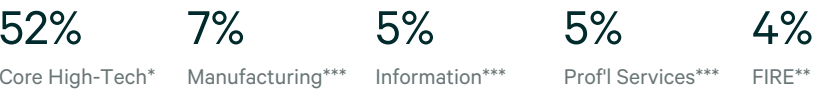
02 Seattle

Score
74.37

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	213,010	13.1%	\$157,339	12.8%
Software Developers & Programmers	123,820	14.2%	\$167,239	13.0%
Computer Support, Database & Systems	66,180	13.9%	\$126,741	10.9%
Computer & Information Systems Managers	13,170	7.0%	\$231,400	15.4%
Technology Engineering-Related	9,840	2.7%	\$139,421	20.0%
Total Non-Tech Occupations	212,460	-11.1%	\$81,311	8.8%
Sales	23,650	-27.0%	\$113,672	-2.5%
Administrative & Office Support	113,450	-12.5%	\$57,302	11.9%
Business Operations & Finance	50,640	-1.8%	\$106,021	12.3%
Marketing	24,720	-2.9%	\$109,916	7.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

62.9%

Seattle

AI Talent

Artificial Intelligence Tech Talent (2026)

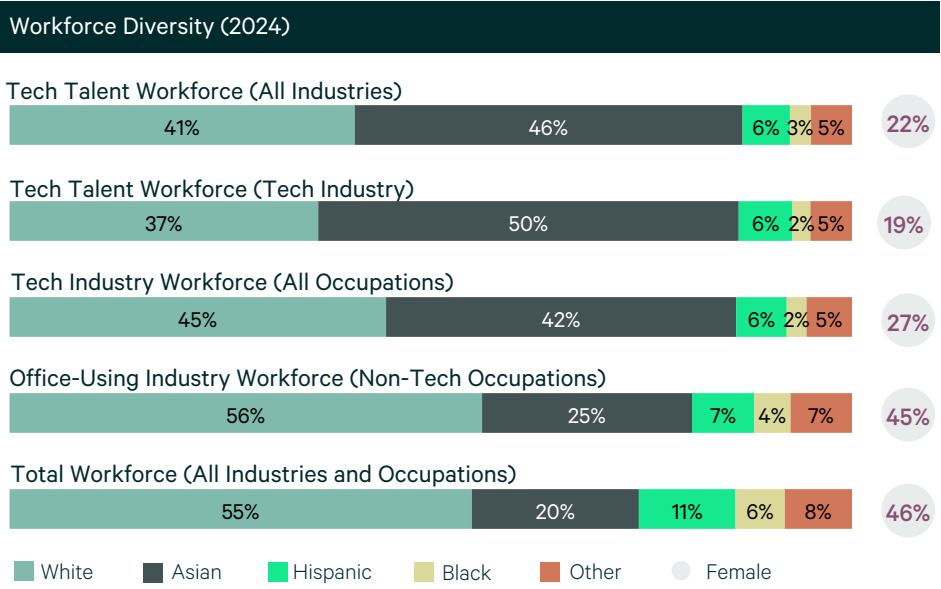
41,591

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

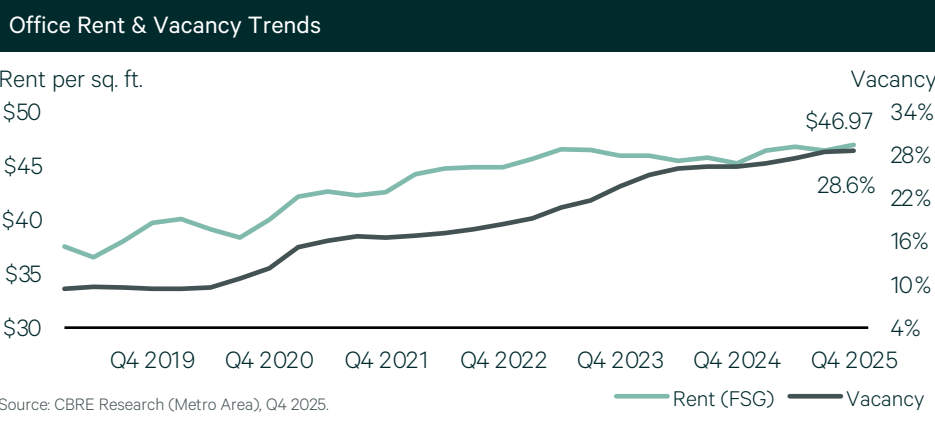


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	3,238	23.3%	65.9%	34.1%
Math/Statistics	670	1.4%	64.2%	35.8%
Other Tech Engineering	1,259	-9.2%	76.4%	23.6%
Totals	5,167	10.5%	68.2%	31.8%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	3,238	35.7%	42.9%	7.1%	6.4%	7.9%
Math/Statistics	670	46.9%	38.6%	4.8%	1.1%	8.5%
Other Tech Engineering	1,259	45.2%	30.9%	10.1%	4.6%	9.2%
Totals	5,167	39.3%	39.3%	7.6%	5.4%	8.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

3 Rank

\$71MTalent

+

\$3MOffice Rent

=

\$73.9MTotal

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

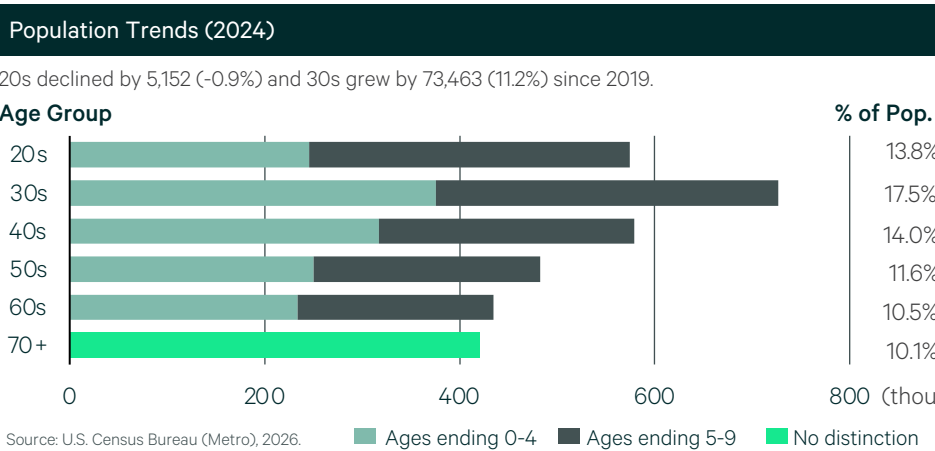
Average Apartment Rent (2025)

\$2,209Per unit/month

1.2%3-year growth

16.8%Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



03 Toronto

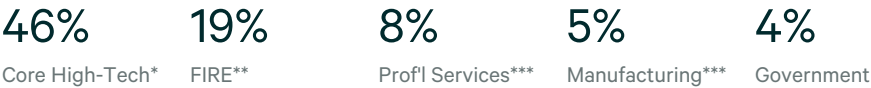
Score

72.73

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	358,000	26.5%	\$117,437	15.4%
Software Developers & Programmers	154,400	32.1%	\$122,179	16.6%
Computer Support, Database & Systems	125,500	15.5%	\$99,486	13.7%
Computer & Information Systems Managers	48,300	43.8%	\$156,998	7.5%
Technology Engineering-Related	29,800	25.2%	\$104,208	16.2%
Total Non-Tech Occupations	530,400	3.7%	\$80,517	15.2%
Sales	75,000	9.3%	\$85,550	18.6%
Administrative & Office Support	194,000	1.3%	\$58,053	13.1%
Business Operations & Finance	169,600	4.4%	\$94,661	17.0%
Marketing	91,800	3.4%	\$97,802	11.0%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

55.2%

Toronto

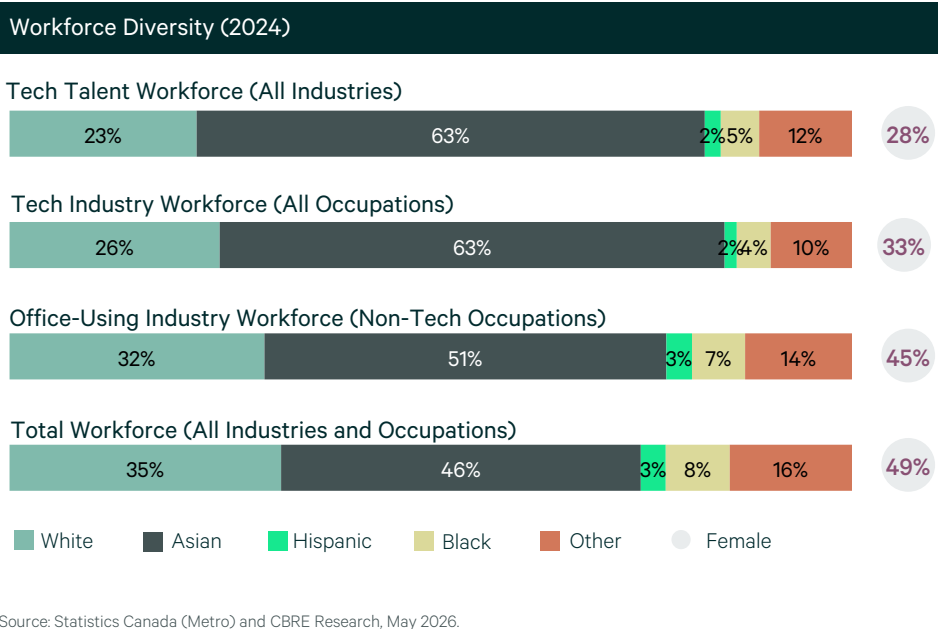
AI Talent

Artificial Intelligence Tech Talent (2026)

33,419

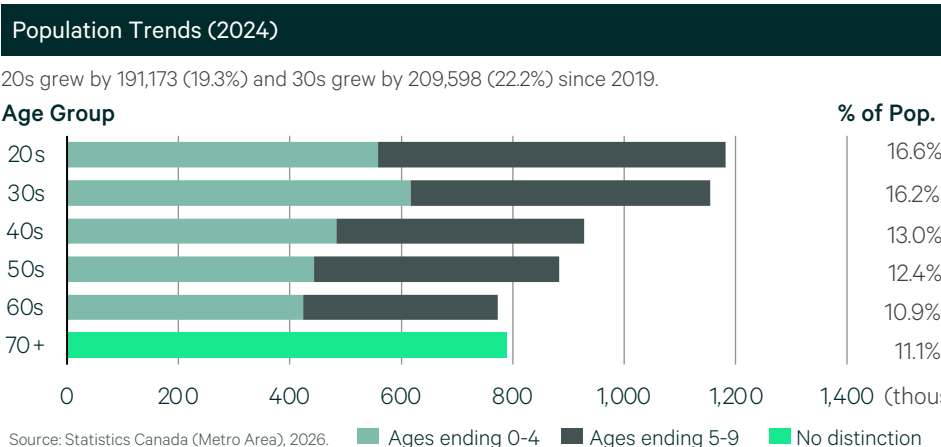
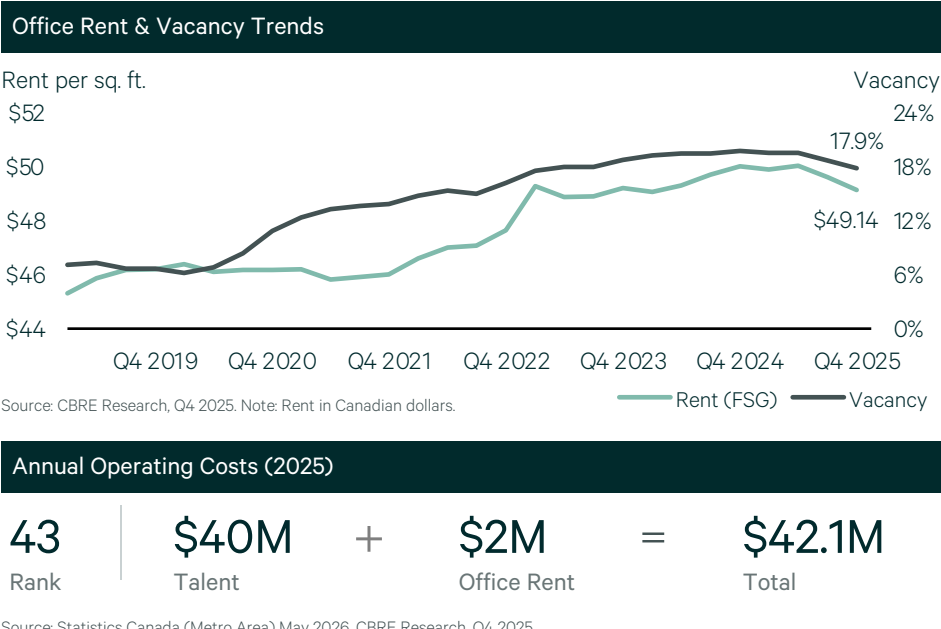
Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	3,637	37.7%	72.6%	27.4%
Math/Statistics	1,727	8.7%	57.6%	42.4%
Other Tech Engineering	3,045	6.2%	75.1%	24.9%
Totals	8,409	18.5%	70.4%	29.6%

Source: Various Canadian Ministries of Education, 2026.



04 New York Metro

Score
70.38

Workforce Breakdown

	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	394,300	8.4%	\$152,738	13.7%
Software Developers & Programmers	181,550	9.7%	\$155,310	15.3%
Computer Support, Database & Systems	136,120	-0.6%	\$119,000	8.7%
Computer & Information Systems Managers	62,430	45.9%	\$224,990	0.7%
Technology Engineering-Related	14,200	-22.9%	\$125,609	14.3%
Total Non-Tech Occupations	1,073,660	-6.6%	\$80,145	10.1%
Sales	116,130	3.1%	\$111,191	9.4%
Administrative & Office Support	586,050	-10.1%	\$53,532	10.9%
Business Operations & Finance	252,210	-2.0%	\$117,233	4.8%
Marketing	119,270	-6.8%	\$102,251	9.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

46.5%

New York Metro

AI Talent

Artificial Intelligence Tech Talent (2026)

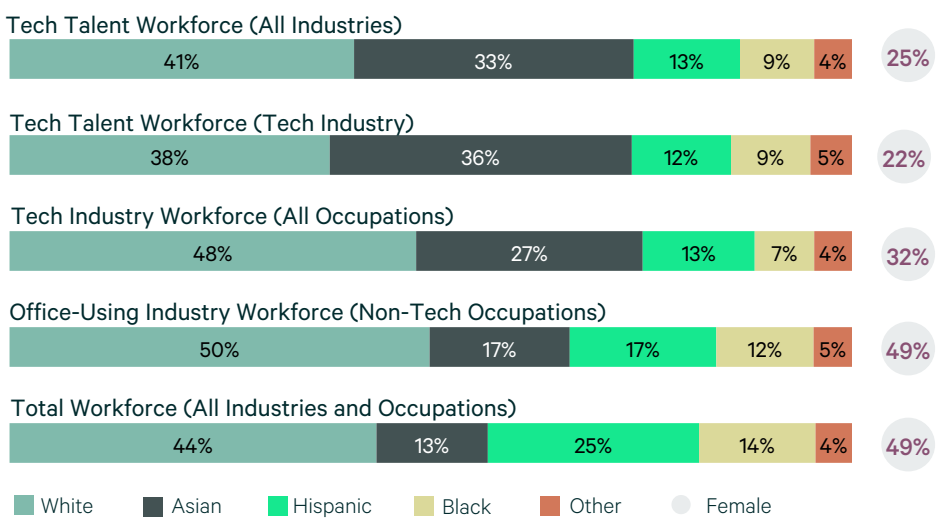
67,949

U.S.

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Workforce Diversity (2024)



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

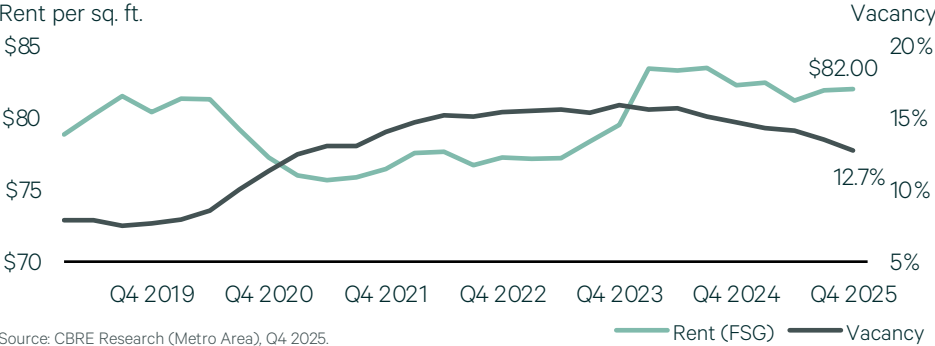
Talent Pipeline & Diversity

Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	16,693	26.1%	67.5%	32.5%
Math/Statistics	3,603	-11.8%	62.9%	37.1%
Other Tech Engineering	4,163	-3.9%	78.7%	21.3%
Totals	24,459	13.0%	68.7%	31.3%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	16,693	28.6%	40.6%	17.6%	9.6%	3.7%
Math/Statistics	3,603	43.2%	31.8%	15.9%	5.1%	4.0%
Other Tech Engineering	4,163	43.2%	29.4%	17.0%	6.9%	3.6%
Totals	24,459	33.6%	37.1%	17.2%	8.4%	3.7%

Source: The National Center for Education Statistics (Region), 2026.

Office Rent & Vacancy Trends



05 Austin

Score
64.26

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	103,210	10.2%	\$133,382	22.6%
Software Developers & Programmers	40,940	21.1%	\$137,953	22.5%
Computer Support, Database & Systems	39,870	-9.1%	\$107,180	14.0%
Computer & Information Systems Managers	11,050	22.4%	\$192,450	16.8%
Technology Engineering-Related	11,350	63.3%	\$151,431	37.1%
Total Non-Tech Occupations	165,070	3.3%	\$65,337	15.7%
Sales	27,440	22.1%	\$89,450	10.3%
Administrative & Office Support	89,990	-5.9%	\$46,821	12.9%
Business Operations & Finance	33,320	16.4%	\$87,803	8.7%
Marketing	14,320	9.7%	\$83,216	17.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

55%
Core High-Tech*

8%
Prof'l Services***

7%
FIRE**

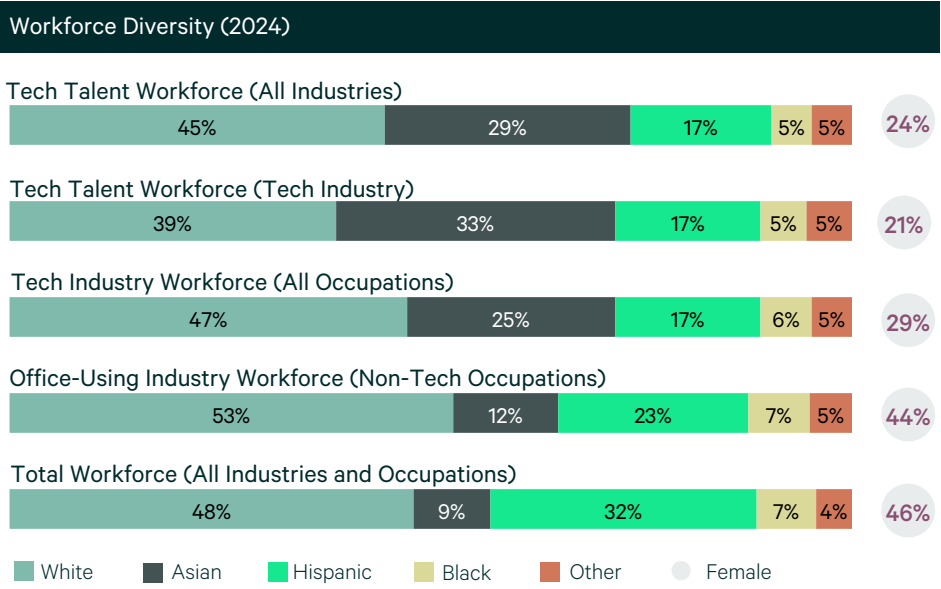
5%
Manufacturing***

4%
Government

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
62.8% Austin	48.2% U.S.
	17,167
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

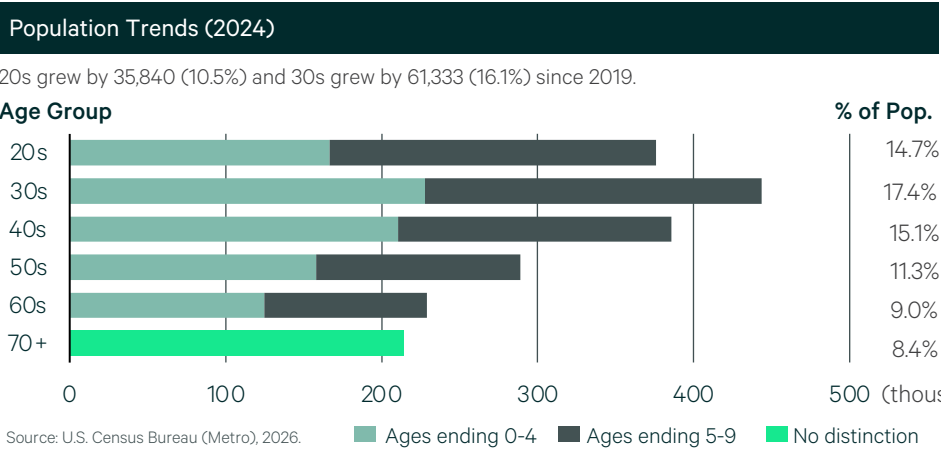
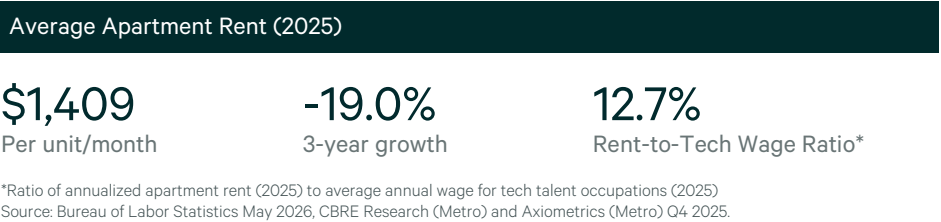
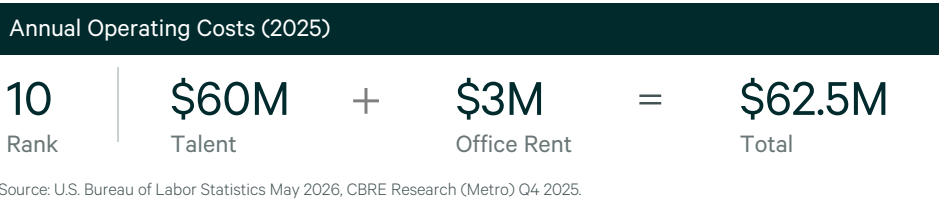
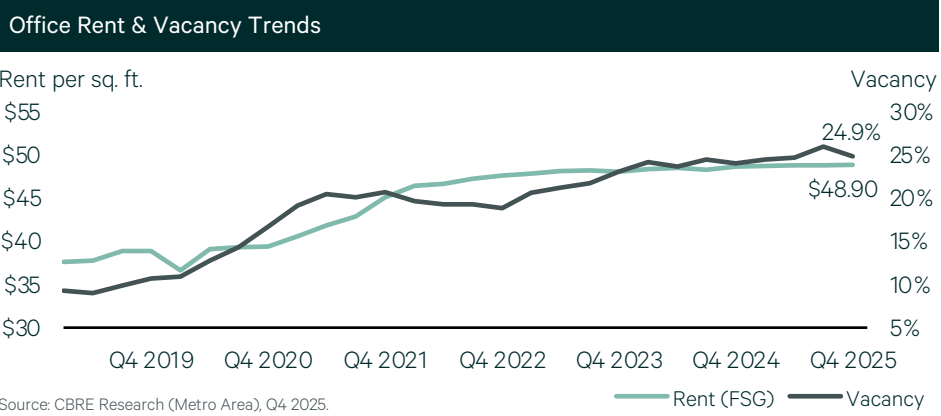


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,045	38.9%	70.5%	29.5%
Math/Statistics	473	-8.7%	63.6%	36.4%
Other Tech Engineering	1,057	-0.9%	77.7%	22.3%
Totals	3,575	16.9%	71.7%	28.3%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,045	36.9%	34.8%	19.3%	3.9%	5.0%
Math/Statistics	473	39.8%	30.5%	21.4%	3.1%	5.2%
Other Tech Engineering	1,057	35.8%	33.6%	23.0%	2.9%	4.7%
Totals	3,575	37.0%	33.8%	20.9%	3.4%	5.0%

Source: The National Center for Education Statistics (Region), 2026.



06 Washington, D.C.

Score
62.95

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	251,920	-3.9%	\$144,421	10.2%
Software Developers & Programmers	95,200	-1.4%	\$147,407	11.3%
Computer Support, Database & Systems	123,970	-7.6%	\$133,146	7.7%
Computer & Information Systems Managers	20,800	13.8%	\$206,960	10.7%
Technology Engineering-Related	11,950	-9.5%	\$128,754	6.7%
Total Non-Tech Occupations	343,760	-4.4%	\$81,506	10.3%
Sales	35,570	-3.7%	\$100,449	5.1%
Administrative & Office Support	164,810	-6.9%	\$53,971	12.9%
Business Operations & Finance	95,060	-2.6%	\$109,536	10.4%
Marketing	48,320	1.0%	\$106,332	4.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

45.9%

Washington, D.C.

AI Talent

Artificial Intelligence Tech Talent (2026)

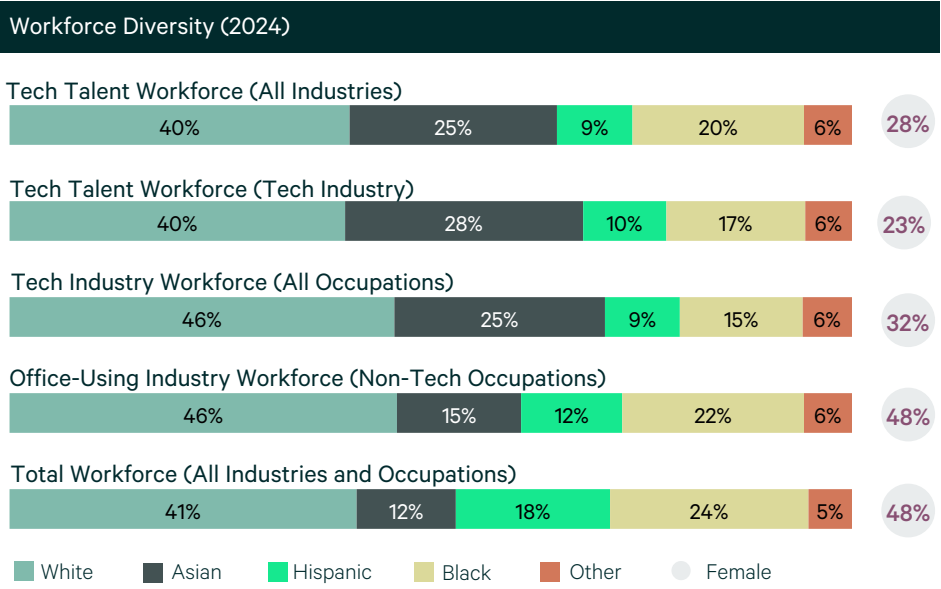
33,515

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

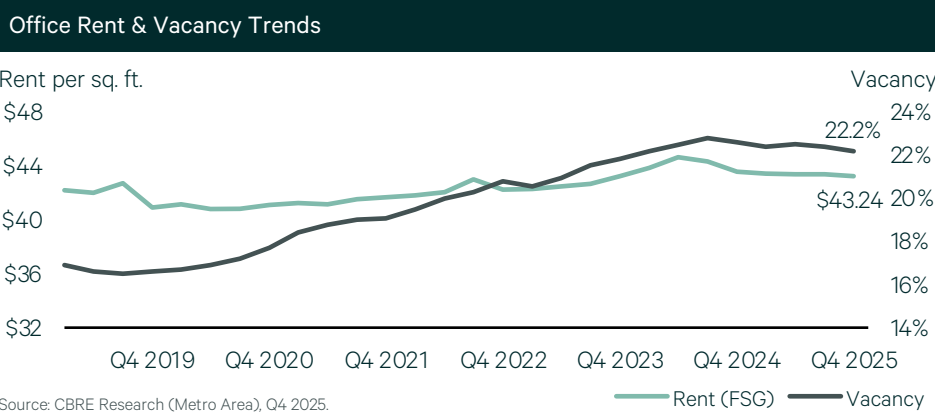


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	11,329	20.9%	72.0%	28.0%
Math/Statistics	812	-21.7%	64.5%	35.5%
Other Tech Engineering	1,869	-7.6%	78.5%	21.5%
Totals	14,010	12.7%	72.4%	27.6%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	11,329	38.8%	18.7%	11.9%	25.6%	5.0%
Math/Statistics	812	48.6%	26.9%	9.2%	10.2%	5.1%
Other Tech Engineering	1,869	54.4%	20.0%	7.4%	12.0%	6.1%
Totals	14,010	41.1%	19.3%	11.2%	23.2%	5.1%

Source: The National Center for Education Statistics (Region), 2026.



07 Boston

Score
62.88

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	159,330	6.9%	\$147,502	14.6%
Software Developers & Programmers	61,670	-10.3%	\$151,330	15.7%
Computer Support, Database & Systems	60,420	27.8%	\$122,898	12.6%
Computer & Information Systems Managers	20,530	4.4%	\$220,300	22.5%
Technology Engineering-Related	16,710	25.4%	\$132,893	18.5%
Total Non-Tech Occupations	311,480	-1.4%	\$82,271	19.0%
Sales	37,490	10.8%	\$107,244	10.2%
Administrative & Office Support	147,890	-17.0%	\$55,377	9.2%
Business Operations & Finance	84,850	15.9%	\$106,879	13.8%
Marketing	41,250	33.9%	\$105,376	22.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

38%

Core High-Tech*

13%

Prof'l Services***

11%

FIRE**

10%

Manufacturing***

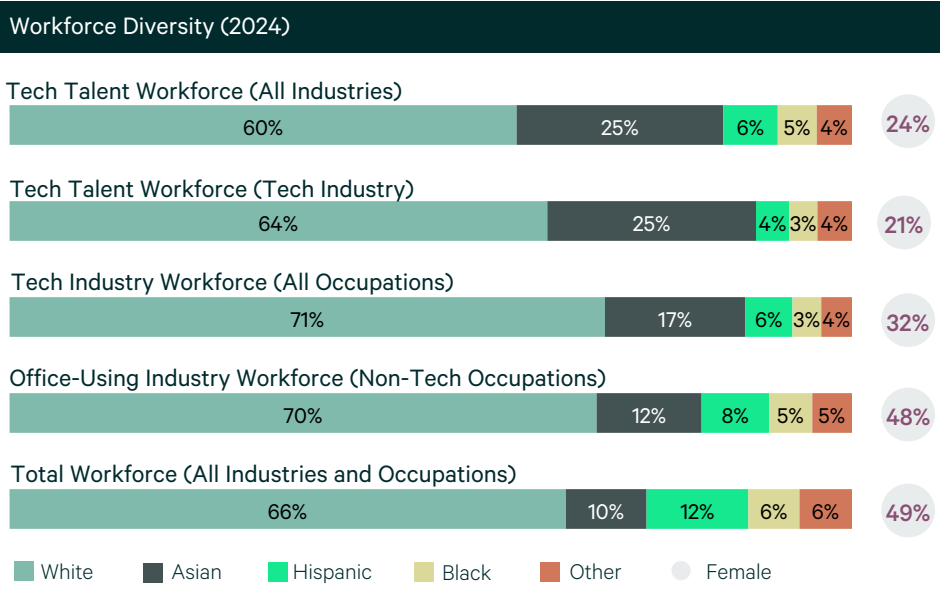
6%

Education

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
53.0%	27,494
Boston	
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
48.2%	
U.S.	

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

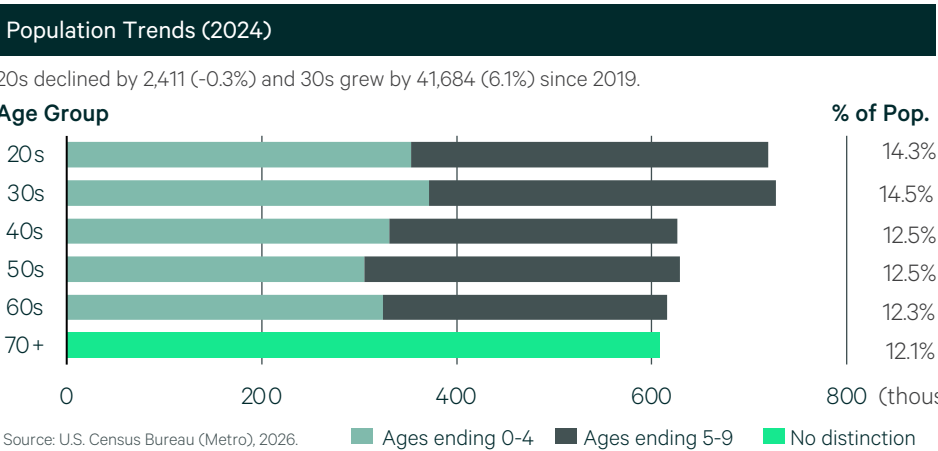
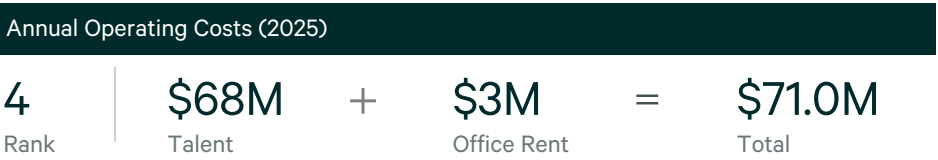
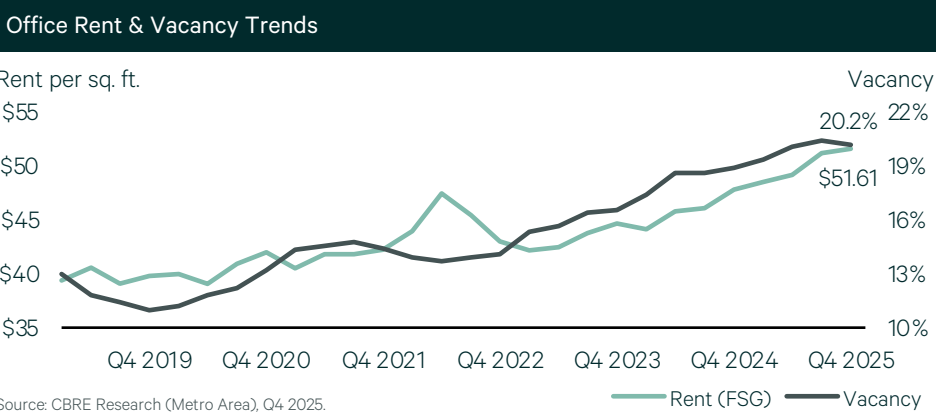


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	10,064	37.7%	65.2%	34.8%
Math/Statistics	2,097	13.4%	59.5%	40.5%
Other Tech Engineering	4,861	12.4%	69.5%	30.5%
Totals	17,022	26.3%	65.7%	34.3%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	10,064	45.3%	33.8%	10.2%	5.3%	5.5%
Math/Statistics	2,097	50.9%	30.5%	8.6%	4.8%	5.1%
Other Tech Engineering	4,861	58.6%	19.4%	11.3%	5.0%	5.7%
Totals	17,022	50.2%	28.8%	10.4%	5.1%	5.5%

Source: The National Center for Education Statistics (Region), 2026.



08 Dallas-Ft. Worth

Score
62.25

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	236,620	18.7%	\$128,479	17.9%
Software Developers & Programmers	93,290	31.1%	\$131,662	15.5%
Computer Support, Database & Systems	97,380	4.8%	\$108,465	15.1%
Computer & Information Systems Managers	30,690	44.4%	\$185,720	15.1%
Technology Engineering-Related	15,260	8.7%	\$121,613	19.4%
Total Non-Tech Occupations	461,430	-2.7%	\$63,015	14.9%
Sales	62,040	19.6%	\$86,290	6.2%
Administrative & Office Support	271,420	-10.4%	\$47,170	14.8%
Business Operations & Finance	94,980	5.2%	\$87,314	7.9%
Marketing	32,990	11.7%	\$79,642	13.7%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

37%

Core High-Tech*

19%

FIRE**

9%

Manufacturing***

7%

Prof'l Services***

4%

Transportation, Warehousing & Trade

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech

Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

AI Talent

Software Engineers Employed in the Tech Industry (2024)

Artificial Intelligence Tech Talent (2026)

47.0%

Dallas-Ft. Worth

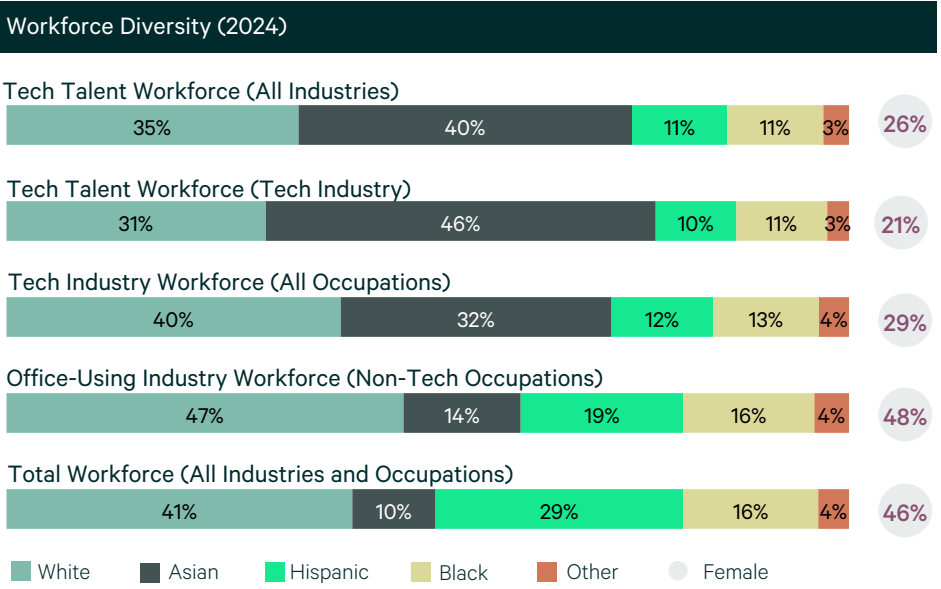
48.2%

U.S.

29,840

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

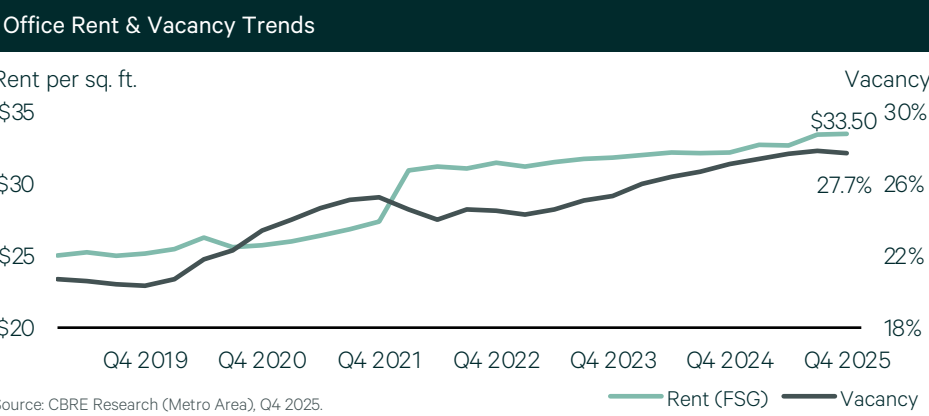
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		7,553	86.6%		64.6%	35.4%
Math/Statistics		1,301	46.2%		60.7%	39.3%
Other Tech Engineering		1,640	-14.8%		79.3%	20.7%
Totals		10,494	52.9%		66.4%	33.6%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	7,553	33.7%	36.8%	15.9%	8.6%	5.0%
Math/Statistics	1,301	46.1%	20.5%	19.2%	8.1%	6.1%
Other Tech Engineering	1,640	41.8%	19.4%	27.1%	6.2%	5.5%
Totals	10,494	37.0%	30.9%	18.8%	8.0%	5.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

15

Rank

\$57M

Talent

+

\$2M

Office Rent

=

\$59.4M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,487

Per unit/month

-7.4%

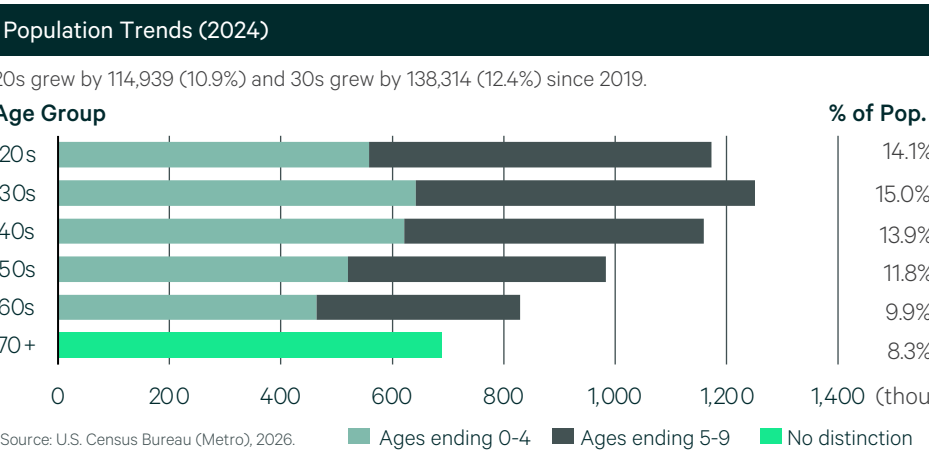
3-year growth

13.9%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)

Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



09 Vancouver

Score
60.52

Workforce Breakdown

	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	127,700	11.1%	\$117,291	17.4%
Software Developers & Programmers	59,800	3.8%	\$123,843	20.8%
Computer Support, Database & Systems	40,400	22.4%	\$97,739	15.1%
Computer & Information Systems Managers	14,700	14.0%	\$152,818	10.1%
Technology Engineering-Related	12,800	12.3%	\$107,619	24.4%
Total Non-Tech Occupations	217,100	-0.9%	\$80,163	17.4%
Sales	22,500	-36.6%	\$90,168	25.6%
Administrative & Office Support	84,500	-8.2%	\$61,235	12.9%
Business Operations & Finance	64,700	20.3%	\$92,394	16.0%
Marketing	45,400	20.4%	\$92,955	11.9%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

65.7%

Vancouver

AI Talent

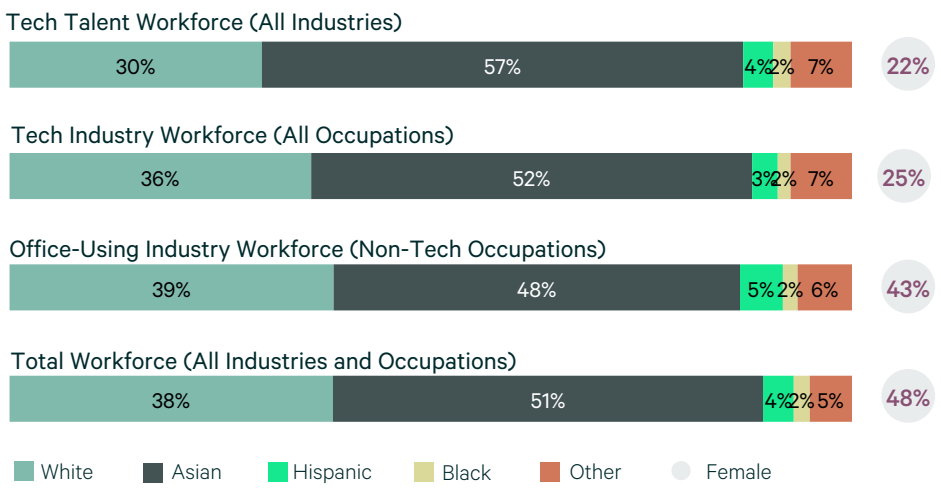
Artificial Intelligence Tech Talent (2026)

10,834

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Workforce Diversity (2024)



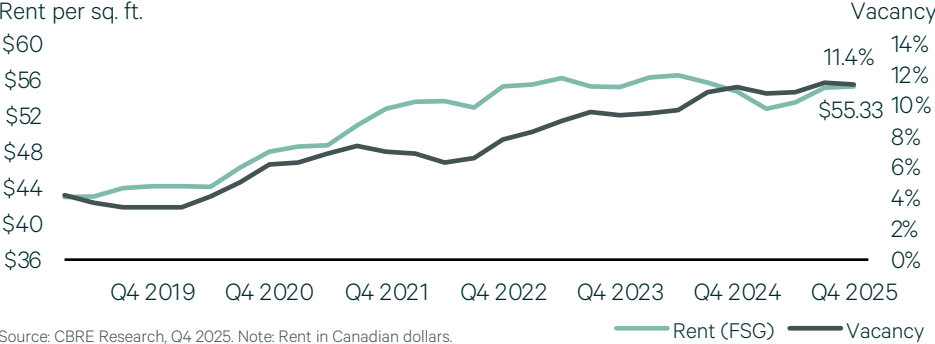
Source: Statistics Canada (Metro) and CBRE Research, May 2026.

Talent Pipeline & Diversity

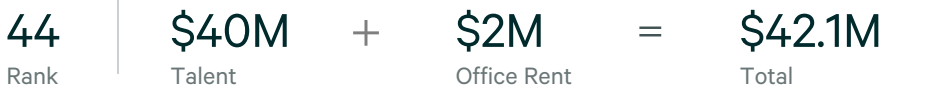
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,118	11.1%	73.3%	26.7%
Math/Statistics	489	-16.1%	55.6%	44.4%
Other Tech Engineering	1,177	0.3%	79.4%	20.6%
Totals	3,784	3.3%	73.0%	27.0%

Source: Various Canadian Ministries of Education, 2026.

Office Rent & Vacancy Trends



Annual Operating Costs (2025)



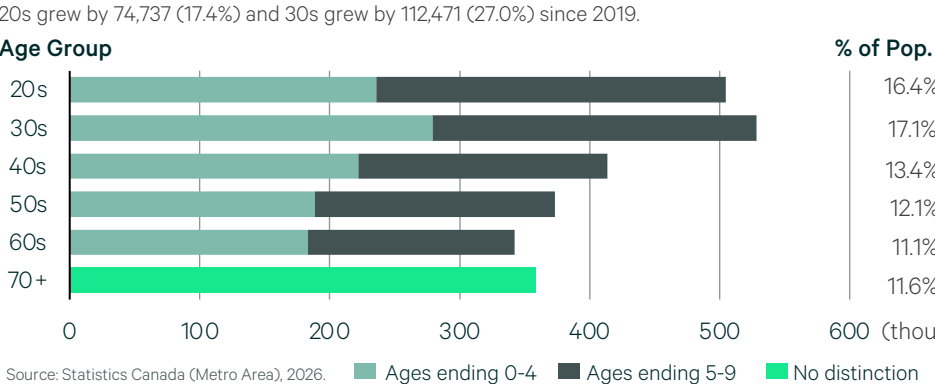
Source: Statistics Canada (Metro Area) May 2026, CBRE Research, Q4 2025.

Average Apartment Rent (2025)



*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025). Note: U.S. dollars.
Source: Statistics Canada May 2026, CBRE Research, CMHC Q4 2025.

Population Trends (2024)



10

Waterloo Region

Score
60.00

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	41,900	37.4%	\$115,856	17.2%
Software Developers & Programmers	18,900	36.0%	\$131,851	23.1%
Computer Support, Database & Systems	13,800	34.0%	\$89,086	4.4%
Computer & Information Systems Managers	4,700	56.7%	\$149,968	14.2%
Technology Engineering-Related	4,500	36.4%	\$94,765	22.5%
Total Non-Tech Occupations	41,300	-0.5%	\$75,379	14.8%
Sales	7,900	9.7%	\$88,878	32.1%
Administrative & Office Support	16,500	-8.8%	\$58,718	15.8%
Business Operations & Finance	11,200	8.7%	\$87,173	3.5%
Marketing	5,700	-3.4%	\$81,827	5.9%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

66.9%

Waterloo Region

AI Talent

Artificial Intelligence Tech Talent (2026)

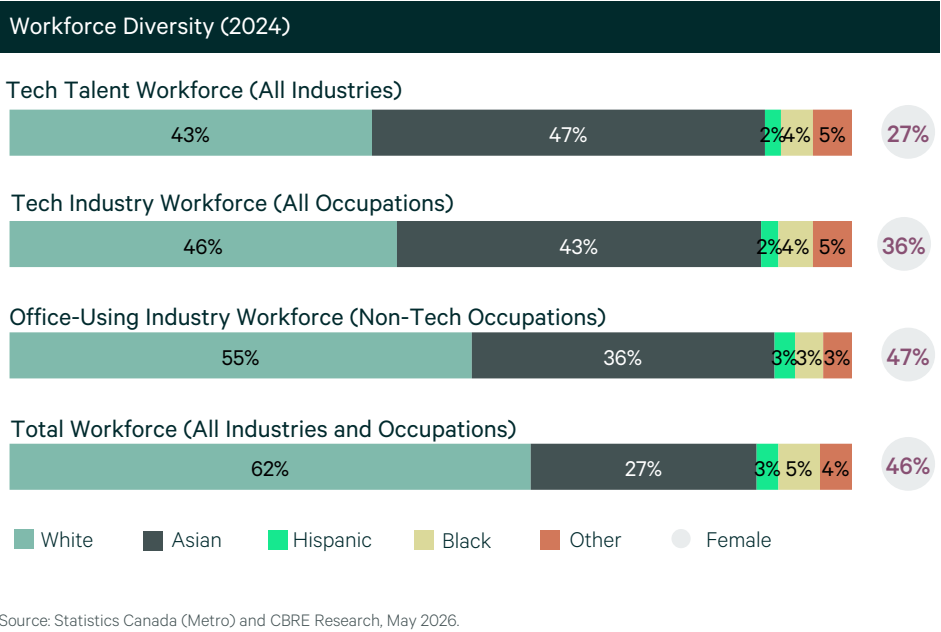
3,145

Canada

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

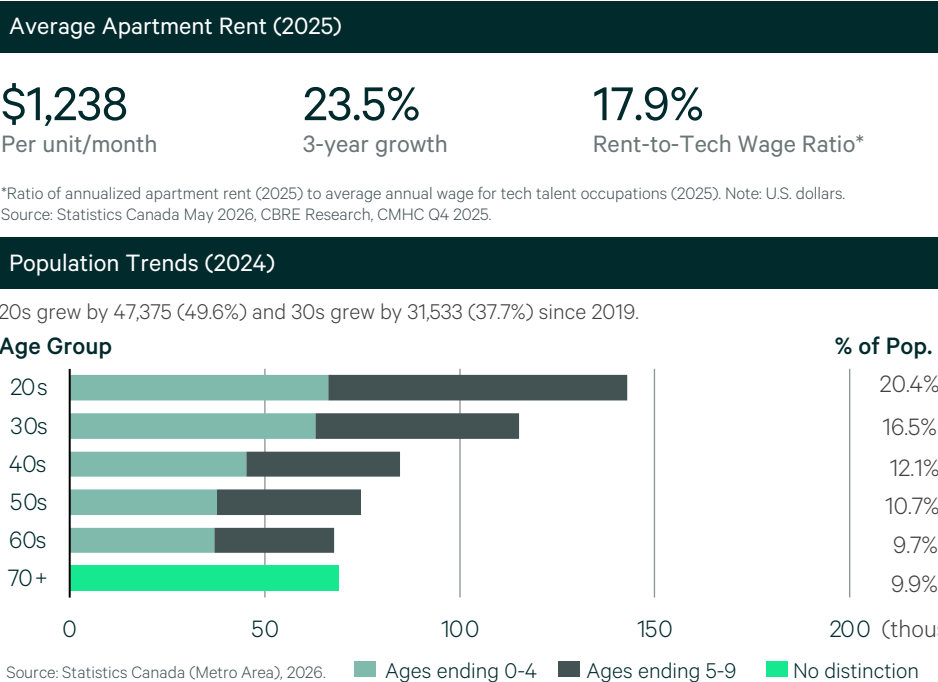
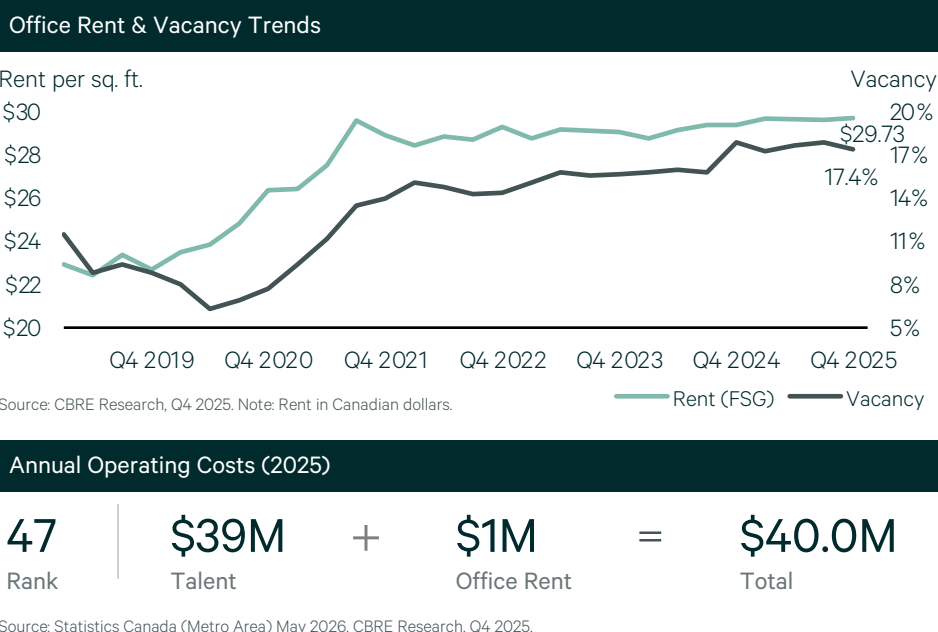
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Source: Statistics Canada, CBRE Research, May 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,739	7.7%	76.3%	23.7%
Math/Statistics	886	6.6%	59.6%	40.4%
Other Tech Engineering	1,414	17.6%	71.9%	28.1%
Totals	4,039	10.7%	71.1%	28.9%

Source: Various Canadian Ministries of Education, 2026.



11 Montreal

Score

59.08

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	176,900	4.3%	\$111,322	24.9%
Software Developers & Programmers	58,300	-2.8%	\$108,680	23.1%
Computer Support, Database & Systems	61,100	-14.8%	\$98,488	19.4%
Computer & Information Systems Managers	24,900	105.8%	\$154,544	16.9%
Technology Engineering-Related	32,600	26.4%	\$107,141	20.0%
Total Non-Tech Occupations	329,700	1.4%	\$72,696	11.6%
Sales	36,900	-18.0%	\$75,899	14.0%
Administrative & Office Support	135,200	4.8%	\$56,472	8.2%
Business Operations & Finance	103,200	6.4%	\$85,051	11.1%
Marketing	54,400	0.6%	\$87,339	17.1%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)

45%

Core High-Tech*

11%

FIRE**

9%

Manufacturing***

6%

Prof'l Services***

5%

Transportation, Warehousing & Trade

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

AI Talent

Software Engineers Employed in the Tech Industry (2024)

55.8%

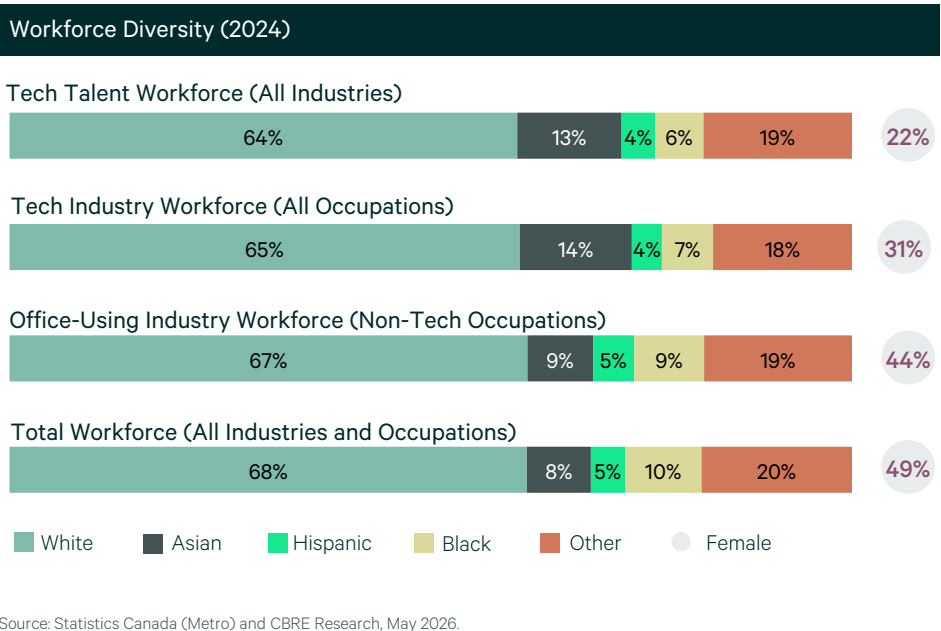
Montreal

55.4%

Canada

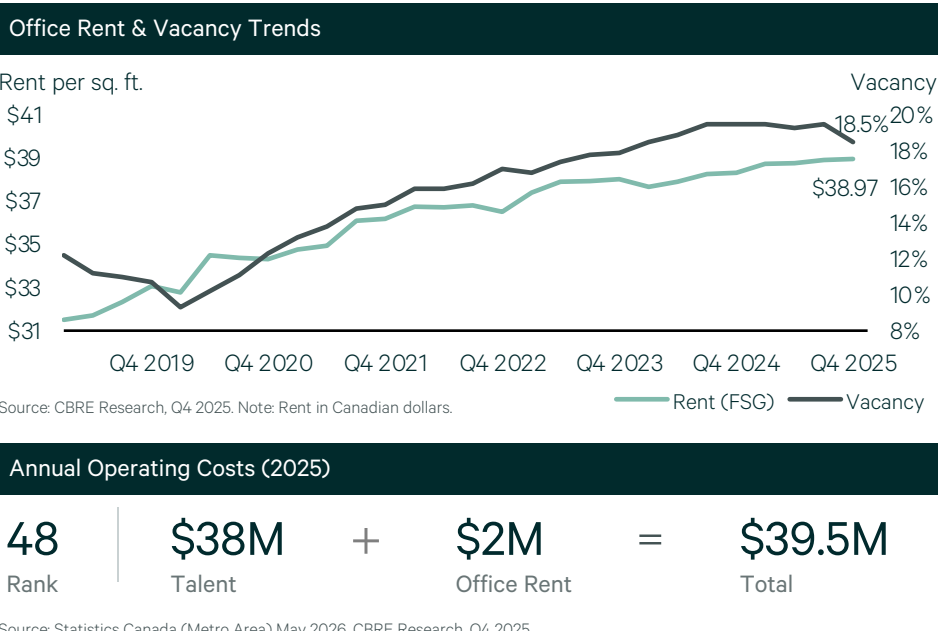
11,138

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	3,108	15.1%	74.8%	25.2%
Math/Statistics	396	-2.5%	59.3%	40.7%
Other Tech Engineering	3,535	4.7%	76.1%	23.9%
Totals	7,039	8.6%	74.6%	25.4%

Source: Various Canadian Ministries of Education, 2026.



Annual Operating Costs (2025)

48

Rank

\$38M

Talent

+

\$2M

Office Rent

=

\$39.5M

Total

Source: Statistics Canada (Metro Area) May 2026, CBRE Research, Q4 2025.

Average Apartment Rent (2025)

\$925

Per unit/month

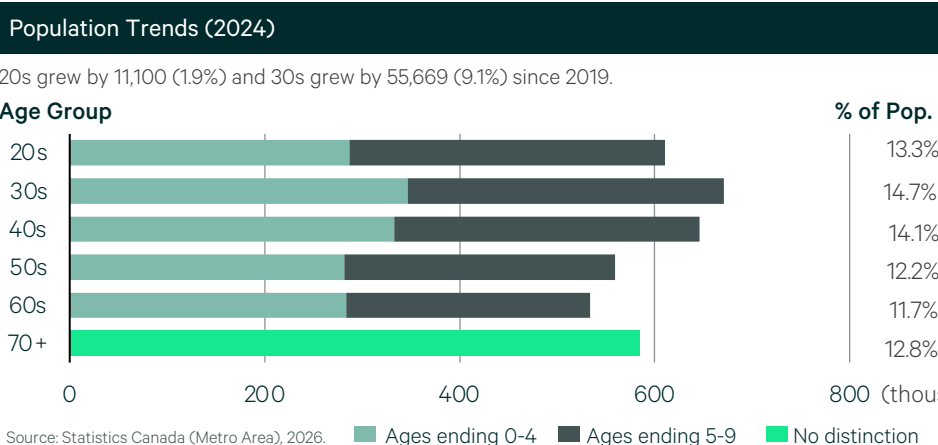
29.3%

3-year growth

13.9%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025). Note: U.S. dollars.
Source: Statistics Canada May 2026, CBRE Research, CMHC Q4 2025.



12 Raleigh-Durham

Score
58.65

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	82,770	16.5%	\$130,055	11.4%
Software Developers & Programmers	32,480	1.9%	\$134,201	7.7%
Computer Support, Database & Systems	35,000	26.6%	\$109,486	13.4%
Computer & Information Systems Managers	10,180	32.6%	\$189,185	16.7%
Technology Engineering-Related	5,110	33.4%	\$126,786	19.8%
Total Non-Tech Occupations	126,000	-0.0%	\$70,657	17.1%
Sales	19,070	19.9%	\$102,624	4.8%
Administrative & Office Support	63,050	-12.4%	\$47,224	12.9%
Business Operations & Finance	29,840	16.3%	\$89,832	11.4%
Marketing	14,040	12.7%	\$91,715	17.8%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

46%

Core High-Tech*

16%

FIRE**

9%

Prof'l Services***

7%

Manufacturing***

4%

Health

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

57.9%

Raleigh-Durham

AI Talent

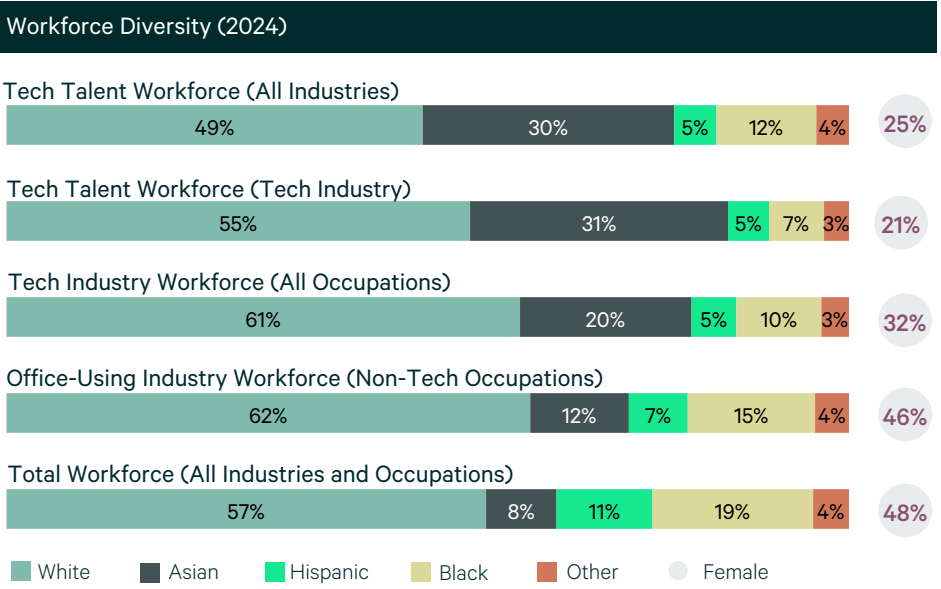
Artificial Intelligence Tech Talent (2026)

9,184

U.S.

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

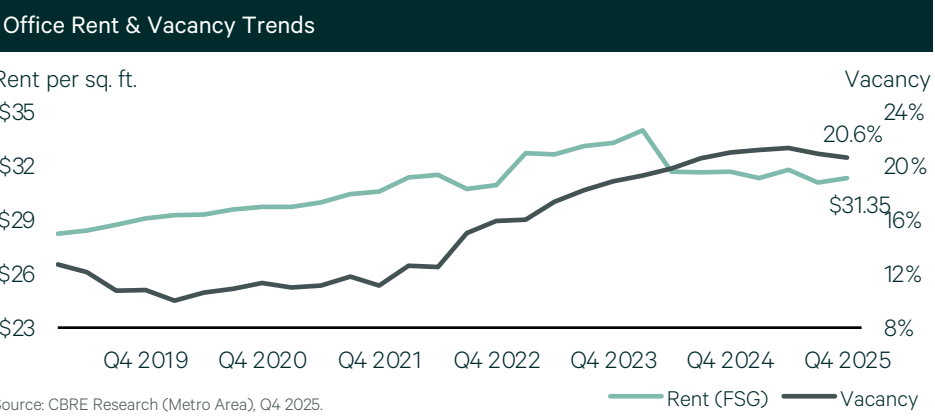


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,593	17.7%	68.5%	31.5%
Math/Statistics	898	-5.2%	61.6%	38.4%
Other Tech Engineering	1,437	-2.2%	76.2%	23.8%
Totals	4,928	6.7%	69.5%	30.5%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,593	46.5%	32.2%	8.7%	7.4%	5.1%
Math/Statistics	898	58.3%	26.7%	7.1%	3.7%	4.2%
Other Tech Engineering	1,437	72.0%	10.0%	9.2%	3.7%	5.2%
Totals	4,928	56.6%	24.3%	8.5%	5.6%	5.0%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

11

Rank

\$59M

Talent

+

\$2M

Office Rent

=

\$61.2M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,458

Per unit/month

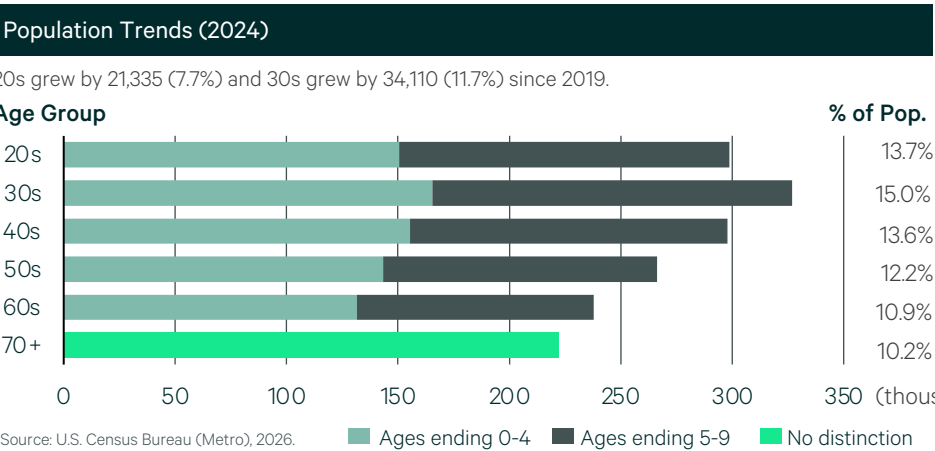
-9.3%

3-year growth

13.5%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



13Atlanta

Score
58.24

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	135,870	-2.5%	\$124,951	12.3%
Software Developers & Programmers	52,560	-4.5%	\$128,985	9.4%
Computer Support, Database & Systems	61,710	-5.1%	\$106,605	11.9%
Computer & Information Systems Managers	14,430	28.3%	\$193,240	11.2%
Technology Engineering-Related	7,170	-11.2%	\$115,835	7.1%
Total Non-Tech Occupations	322,050	-5.3%	\$65,543	14.3%
Sales	41,060	6.2%	\$92,730	9.6%
Administrative & Office Support	182,000	-11.8%	\$46,239	12.6%
Business Operations & Finance	70,260	0.6%	\$91,447	11.5%
Marketing	28,730	14.9%	\$85,633	6.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

41%

Core High-Tech*

10%

Prof'l Services***

10%

FIRE**

5%

Manufacturing***

5%

Transportation, Warehousing & Trade

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech

Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

AI Talent

Software Engineers Employed in the Tech Industry (2024)

Atlanta

51.5%

Artificial Intelligence Tech Talent (2026)

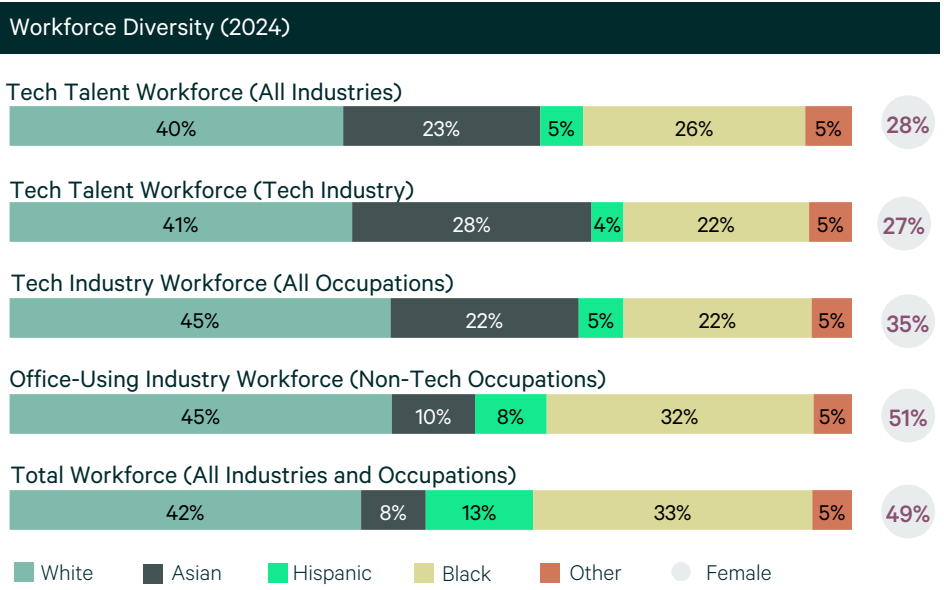
U.S.

48.2%

19,576

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

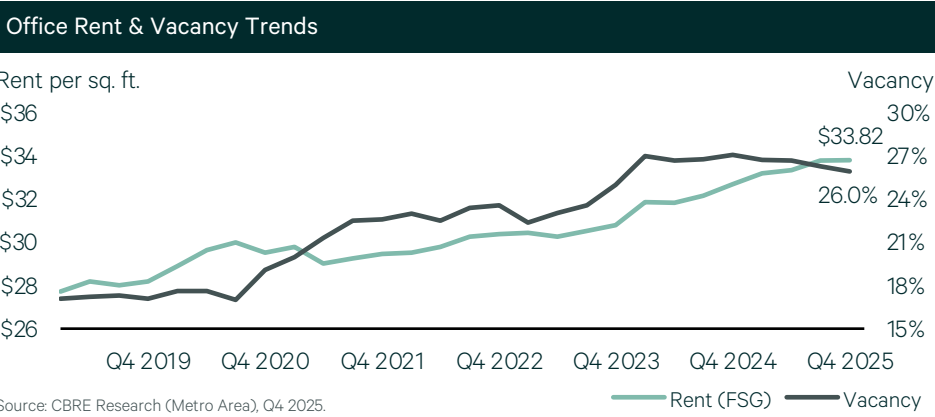
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		7,284	43.8%		73.8%	26.2%
Math/Statistics		623	3.5%		60.8%	39.2%
Other Tech Engineering		3,056	9.2%		76.0%	24.0%
Totals		10,963	29.5%		73.7%	26.3%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	7,284	36.2%	37.4%	8.1%	14.0%	4.3%
Math/Statistics	623	41.2%	32.0%	8.6%	13.6%	4.5%
Other Tech Engineering	3,056	52.0%	23.3%	10.7%	9.1%	4.9%
Totals	10,963	41.2%	32.9%	8.9%	12.5%	4.5%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

14

Rank

\$57M

Talent

+

\$2M

Office Rent

=

\$59.5M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,584

Per unit/month

-9.3%

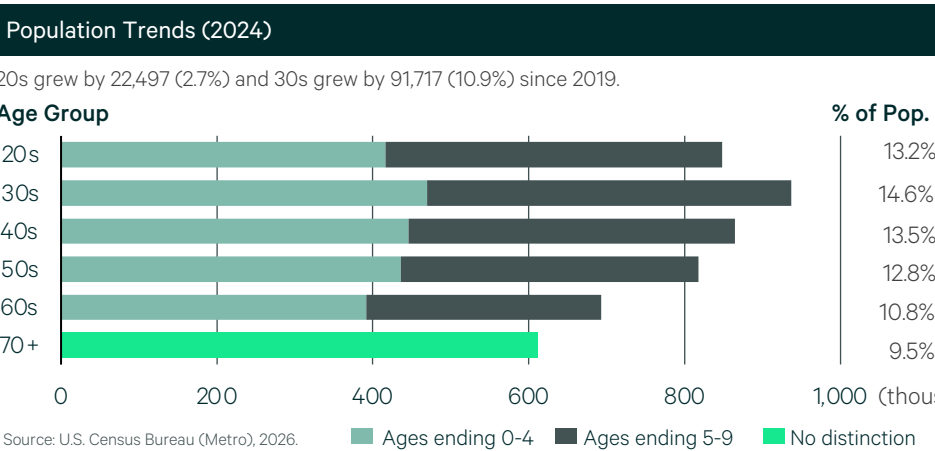
3-year growth

15.2%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)

Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



14 Ottawa

Score57.52

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	98,100	0.8%	\$118,685	17.1%
Software Developers & Programmers	37,200	-12.7%	\$120,474	19.9%
Computer Support, Database & Systems	40,800	10.9%	\$104,645	11.6%
Computer & Information Systems Managers	11,900	24.0%	\$159,328	14.2%
Technology Engineering-Related	8,200	-1.2%	\$121,326	27.0%
Total Non-Tech Occupations	119,500	2.8%	\$81,723	12.6%
Sales	9,600	-12.7%	\$84,032	15.5%
Administrative & Office Support	46,400	5.0%	\$59,966	3.0%
Business Operations & Finance	43,800	-6.8%	\$94,557	15.6%
Marketing	19,700	39.7%	\$103,397	19.4%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)

39%Government

34%Core High-Tech*

7%Prof'l Services***

5%Transportation, Warehousing & Trade

4%FIRE**

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

AI Talent

Software Engineers Employed in the Tech Industry (2024)

37.1%Ottawa

55.4%Canada

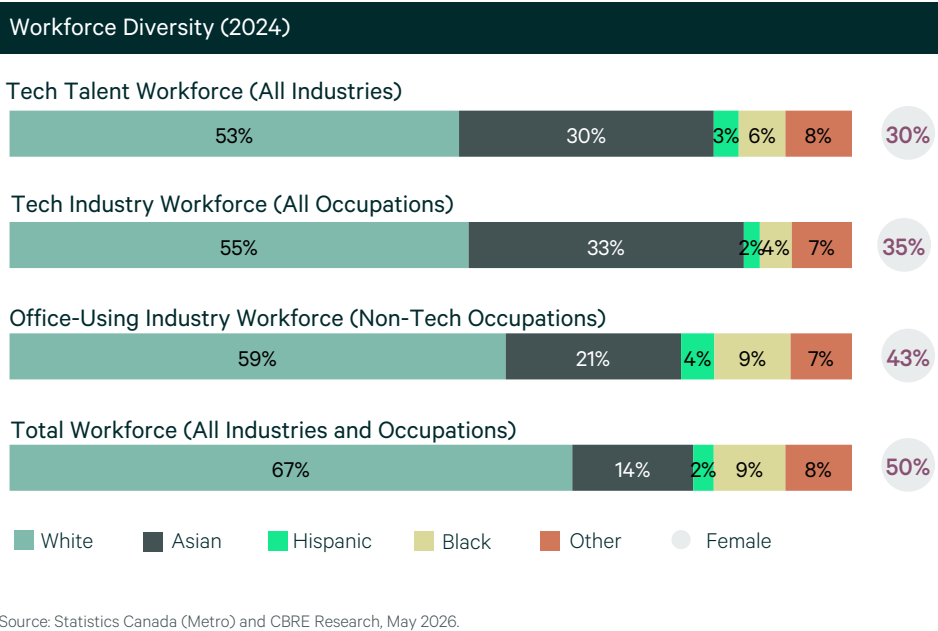
Artificial Intelligence Tech Talent (2026)

4,622

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

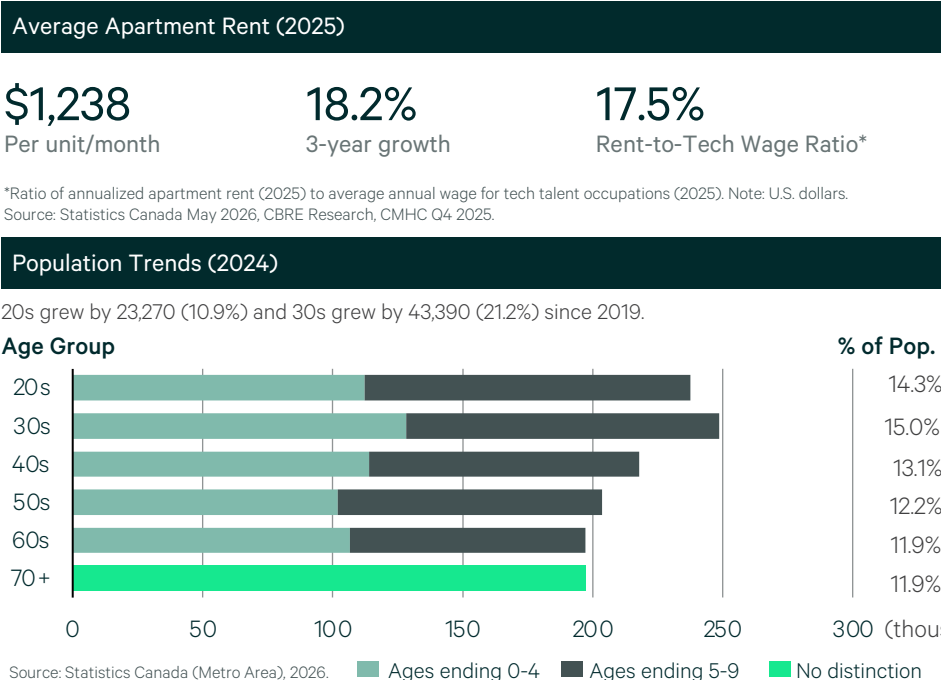
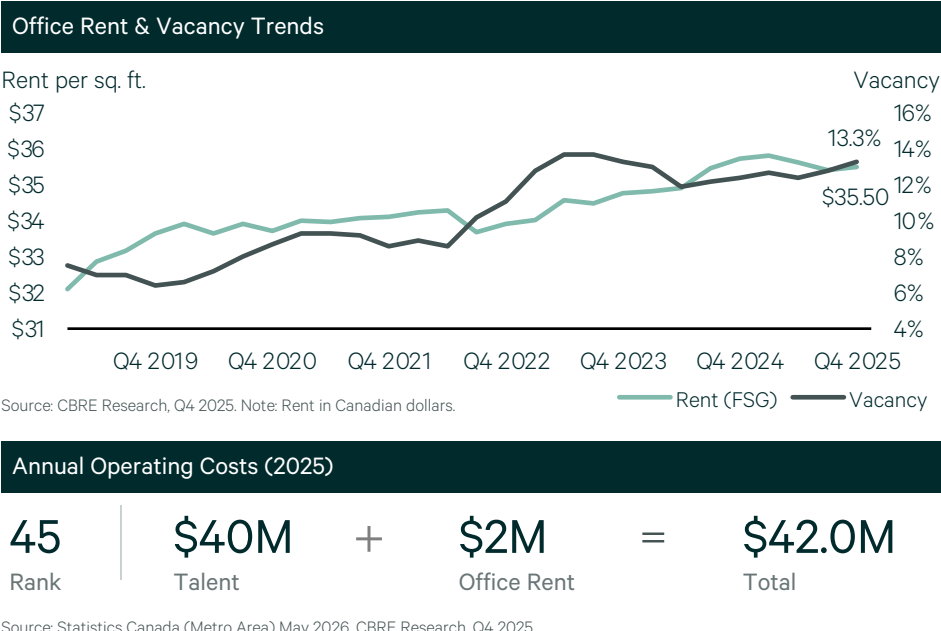
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Source: Statistics Canada, CBRE Research, May 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,098	21.2%	81.1%	18.9%
Math/Statistics	294	42.7%	48.3%	51.7%
Other Tech Engineering	1,182	-4.5%	73.9%	26.1%
Totals	2,574	9.5%	74.0%	26.0%

Source: Various Canadian Ministries of Education, 2026.



15 Calgary

Score
57.12

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	80,500	56.0%	\$112,362	6.2%
Software Developers & Programmers	30,100	66.3%	\$107,390	-1.1%
Computer Support, Database & Systems	31,600	53.4%	\$103,626	8.2%
Computer & Information Systems Managers	8,100	37.3%	\$158,163	6.1%
Technology Engineering-Related	10,700	52.9%	\$117,229	29.1%
Total Non-Tech Occupations	125,800	15.8%	\$78,666	5.2%
Sales	18,300	13.0%	\$101,046	17.6%
Administrative & Office Support	56,200	34.8%	\$59,987	10.3%
Business Operations & Finance	36,300	1.7%	\$93,226	6.5%
Marketing	15,000	0.0%	\$86,008	-3.8%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)

41%

Core High-Tech*

13%

Prof'l Services***

7%

FIRE**

6%

Transportation, Warehousing & Trade

5%

Health

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

59.0%

Calgary

AI Talent

Artificial Intelligence Tech Talent (2026)

4,609

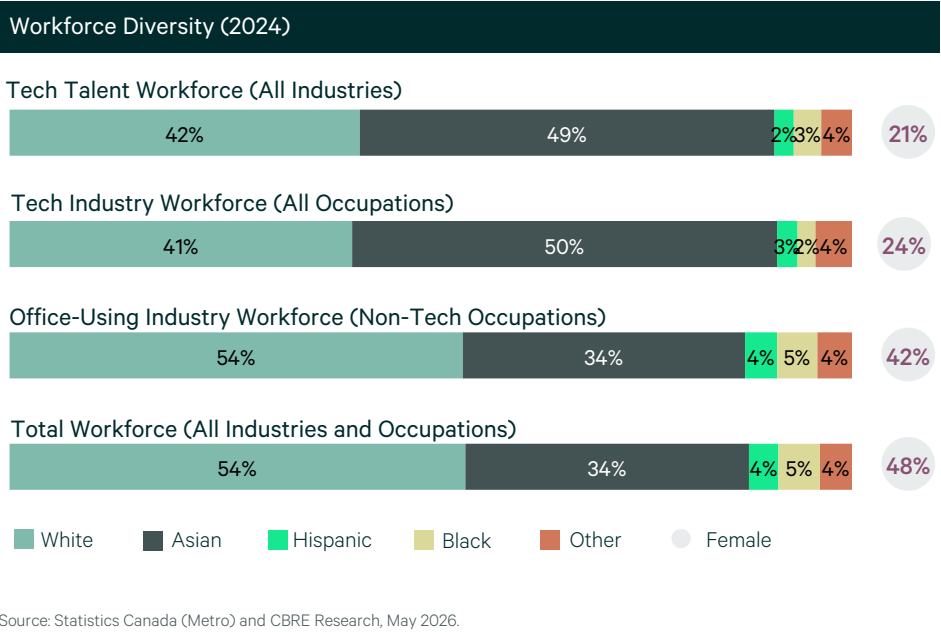
Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

55.4%

Canada

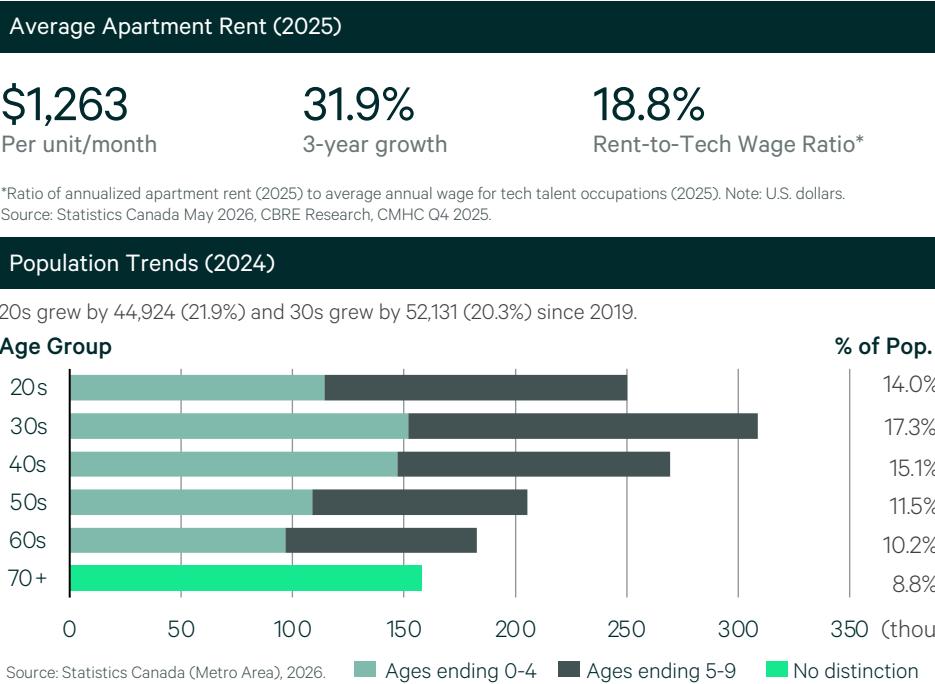
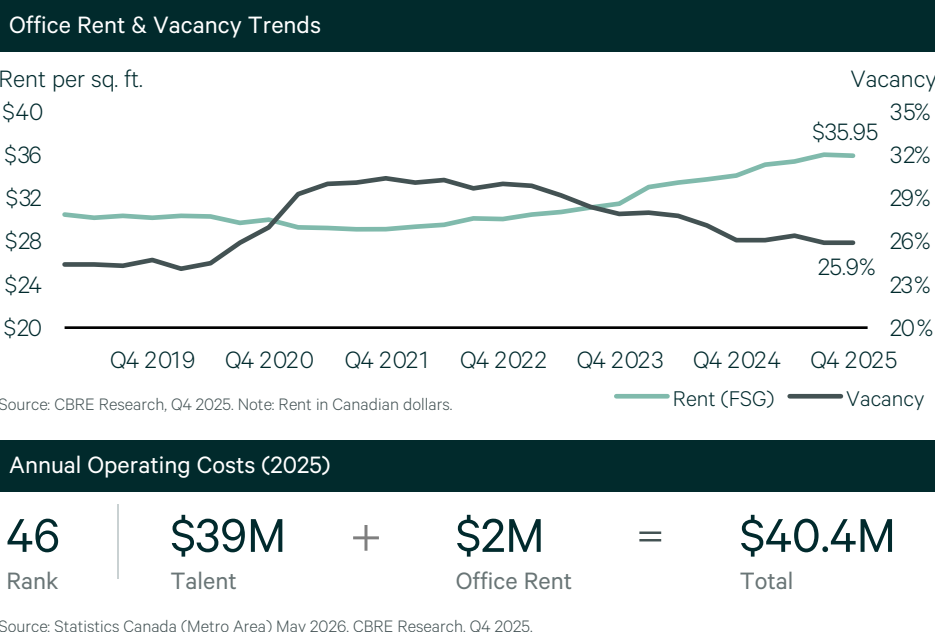
Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Source: Statistics Canada, CBRE Research, May 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	823	51.6%	76.5%	23.5%
Math/Statistics	116	5.5%	62.1%	37.9%
Other Tech Engineering	468	18.2%	78.0%	22.0%
Totals	1,407	34.1%	75.8%	24.2%

Source: Various Canadian Ministries of Education, 2026.



16 Denver

Score
56.95

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	123,140	4.3%	\$136,731	12.1%
Software Developers & Programmers	48,130	10.4%	\$146,825	11.2%
Computer Support, Database & Systems	54,750	1.1%	\$118,919	12.0%
Computer & Information Systems Managers	9,130	0.3%	\$202,283	12.0%
Technology Engineering-Related	11,130	-0.9%	\$126,929	13.9%
Total Non-Tech Occupations	221,610	-3.6%	\$78,838	13.3%
Sales	35,310	-6.4%	\$104,076	1.7%
Administrative & Office Support	98,020	-10.0%	\$53,223	15.8%
Business Operations & Finance	58,840	7.5%	\$97,503	10.1%
Marketing	29,440	3.6%	\$96,551	20.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

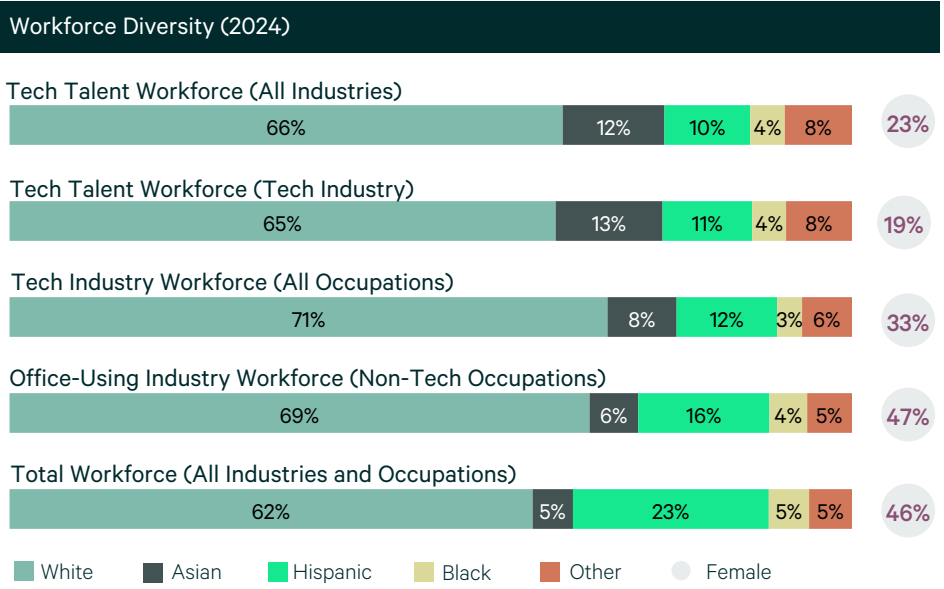
Top 5 Industries for Tech Talent Workforce (2024)

39%	12%	9%	9%	8%
Core High-Tech*	Prof'l Services***	FIRE**	Manufacturing***	Information***

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
46.0%	11,397
Denver	
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.
48.2%	
U.S.	

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

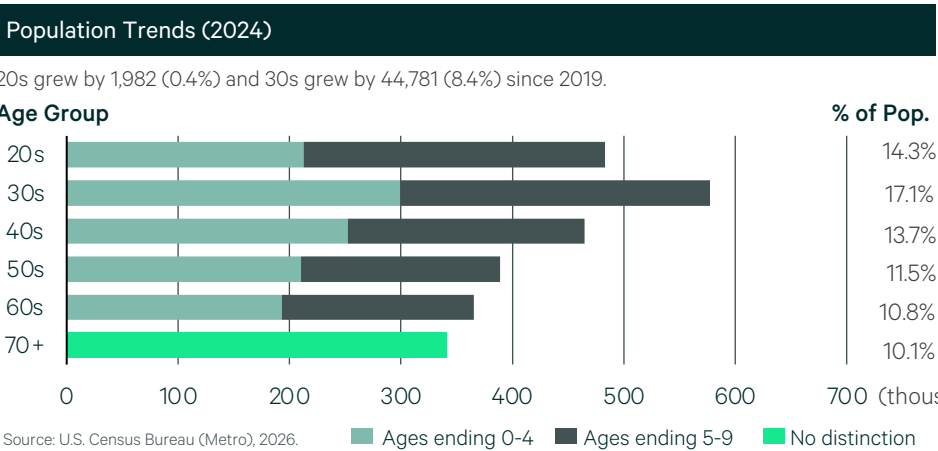
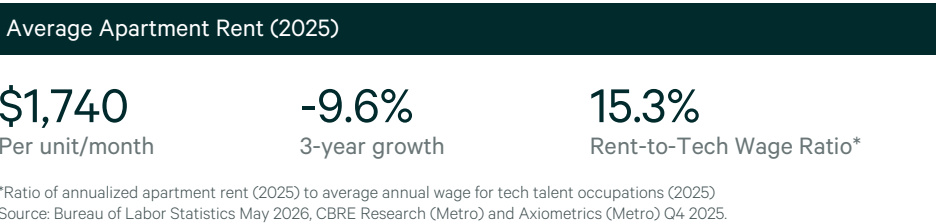
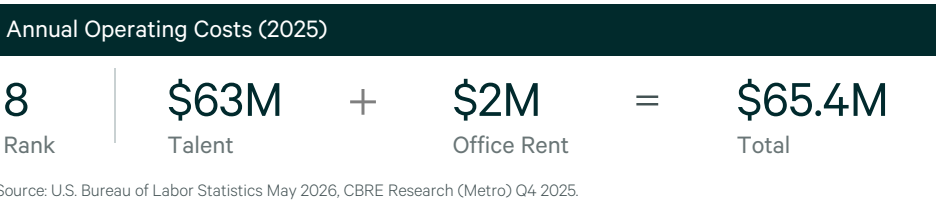
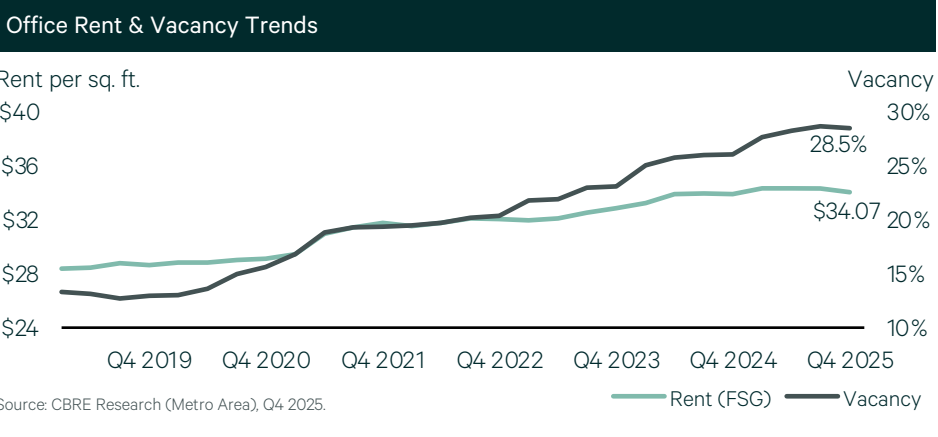


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,211	35.0%	73.9%	26.1%
Math/Statistics	312	-38.2%	66.0%	34.0%
Other Tech Engineering	2,107	16.6%	76.7%	23.3%
Totals	4,630	17.2%	74.6%	25.4%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,211	62.4%	14.3%	12.6%	4.0%	6.6%
Math/Statistics	312	75.7%	6.8%	11.4%	1.8%	4.3%
Other Tech Engineering	2,107	72.5%	7.1%	12.1%	1.5%	6.8%
Totals	4,630	68.3%	10.3%	12.3%	2.6%	6.5%

Source: The National Center for Education Statistics (Region), 2026.



17 Salt Lake City

Score
56.12

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	67,890	14.8%	\$118,358	18.5%
Software Developers & Programmers	34,880	20.9%	\$126,330	21.1%
Computer Support, Database & Systems	22,430	2.0%	\$89,495	9.6%
Computer & Information Systems Managers	7,470	42.6%	\$174,840	11.9%
Technology Engineering-Related	3,110	1.3%	\$101,444	8.9%
Total Non-Tech Occupations	149,690	-4.2%	\$59,134	16.1%
Sales	17,270	11.5%	\$77,799	3.1%
Administrative & Office Support	90,270	-11.3%	\$45,775	13.5%
Business Operations & Finance	27,270	7.2%	\$83,922	17.0%
Marketing	14,880	10.0%	\$73,088	15.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

44%
Core High-Tech*

10%
FIRE**

7%
Manufacturing***

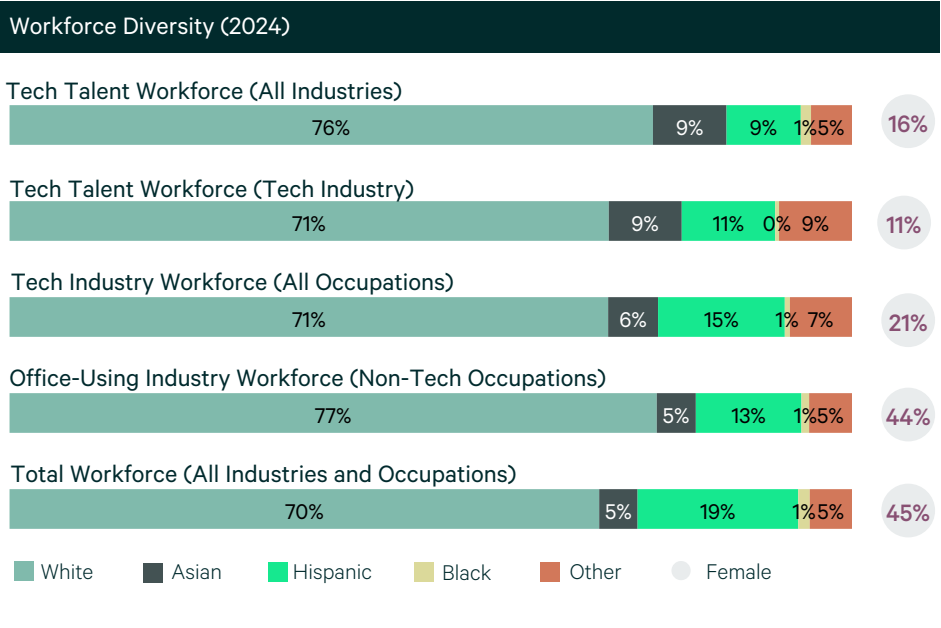
5%
Prof'l Services***

4%
Government

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
56.8% Salt Lake City	48.2% U.S.
	5,910
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

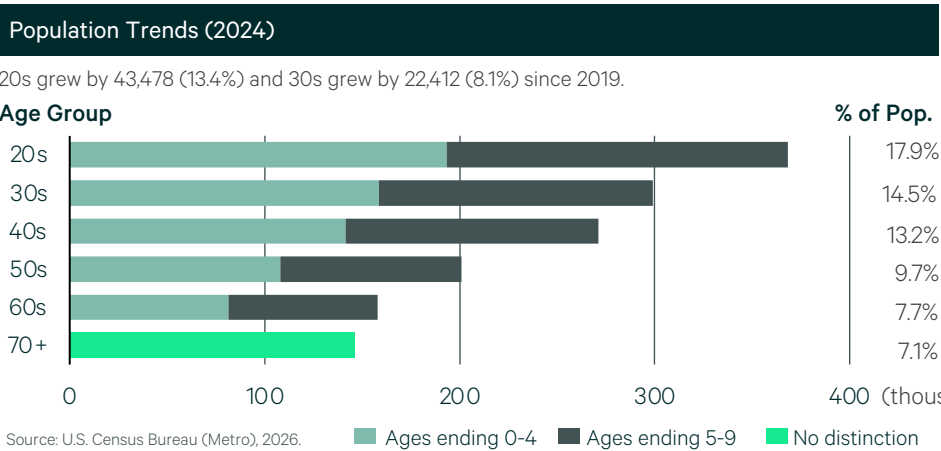
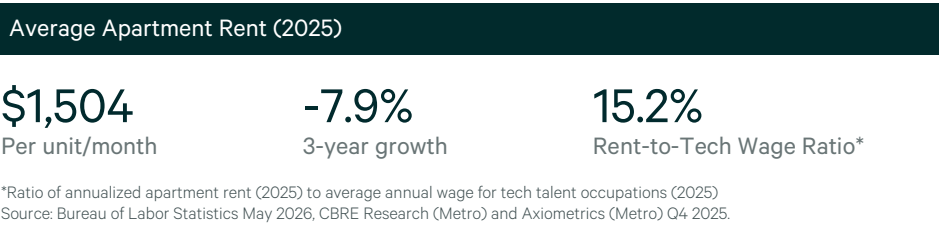
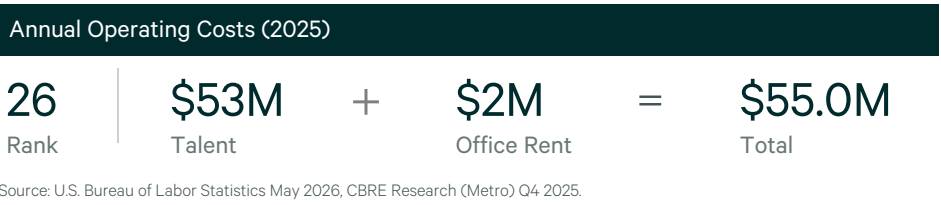
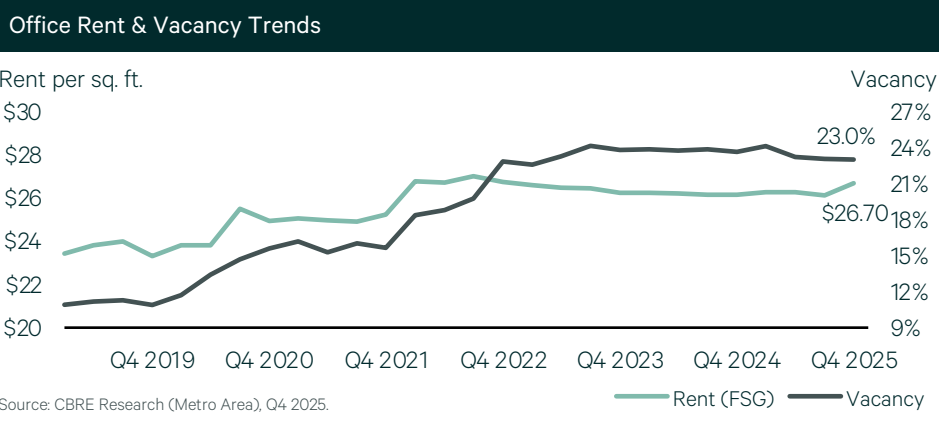


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	9,054	58.0%	84.1%	15.9%
Math/Statistics	489	0.0%	69.9%	30.1%
Other Tech Engineering	739	3.4%	86.1%	13.9%
Totals	10,282	48.3%	83.6%	16.4%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	9,054	64.2%	8.1%	13.0%	9.7%	5.0%
Math/Statistics	489	79.6%	5.5%	7.7%	1.0%	6.2%
Other Tech Engineering	739	78.6%	4.1%	10.8%	0.7%	5.8%
Totals	10,282	66.0%	7.7%	12.6%	8.6%	5.2%

Source: The National Center for Education Statistics (Region), 2026.



18

Los Angeles-Orange County

Score
53.84

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	227,350	0.9%	\$138,609	14.1%
Software Developers & Programmers	90,700	8.7%	\$152,011	16.8%
Computer Support, Database & Systems	89,670	-1.7%	\$108,183	10.4%
Computer & Information Systems Managers	24,250	-5.2%	\$208,290	14.3%
Technology Engineering-Related	22,730	-9.0%	\$130,825	12.3%
Total Non-Tech Occupations	671,510	0.7%	\$70,460	15.1%
Sales	66,240	13.1%	\$88,017	3.5%
Administrative & Office Support	384,650	-7.2%	\$53,738	13.6%
Business Operations & Finance	153,180	22.1%	\$96,029	10.0%
Marketing	67,440	-1.2%	\$90,515	17.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

47.0%

Los Angeles-Orange County

AI Talent

Artificial Intelligence Tech Talent (2026)

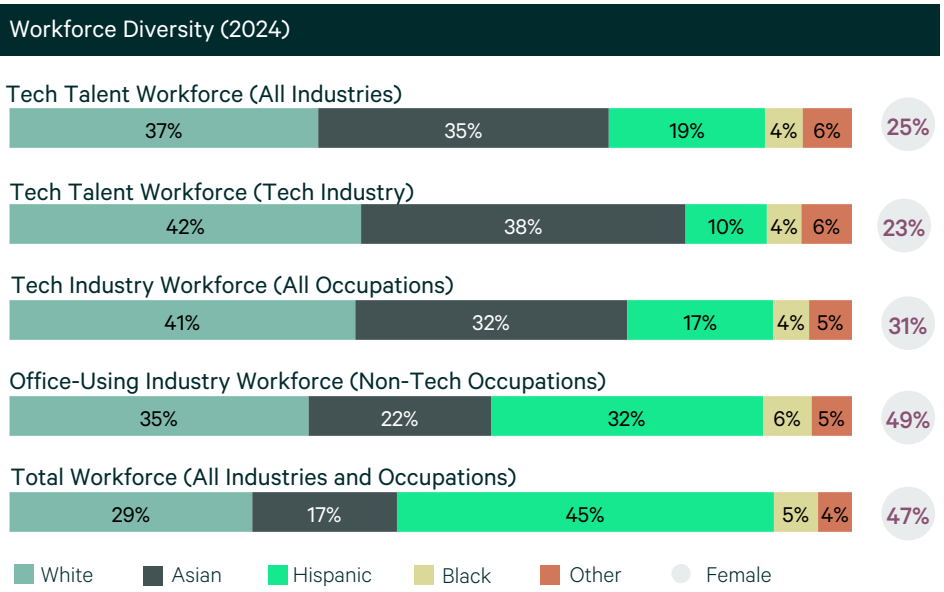
28,600

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

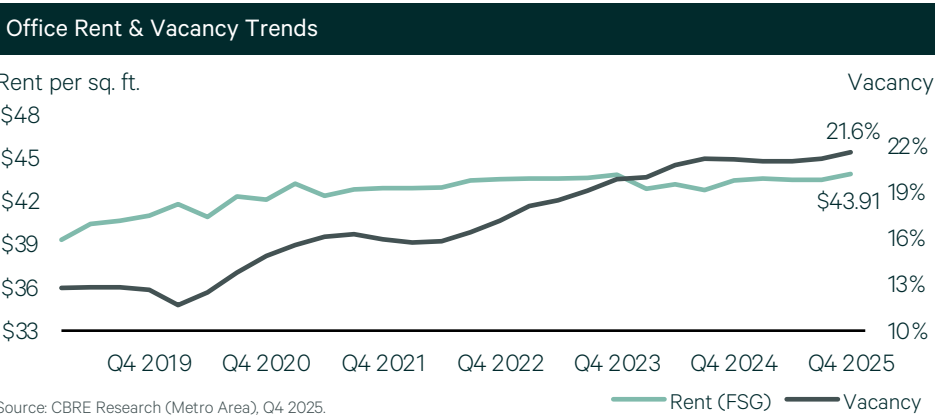


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	8,731	25.4%	74.2%	25.8%
Math/Statistics	2,470	-4.0%	60.3%	39.7%
Other Tech Engineering	5,161	-0.3%	77.8%	22.2%
Totals	16,362	11.2%	73.2%	26.8%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	8,731	23.1%	46.6%	22.1%	3.0%	5.2%
Math/Statistics	2,470	28.4%	38.9%	26.0%	1.3%	5.5%
Other Tech Engineering	5,161	28.0%	30.4%	33.4%	2.3%	5.9%
Totals	16,362	25.7%	39.5%	26.8%	2.5%	5.5%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

7

Rank

\$63M

Talent

+

\$3M

Office Rent

=

\$65.6M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$2,856

Per unit/month

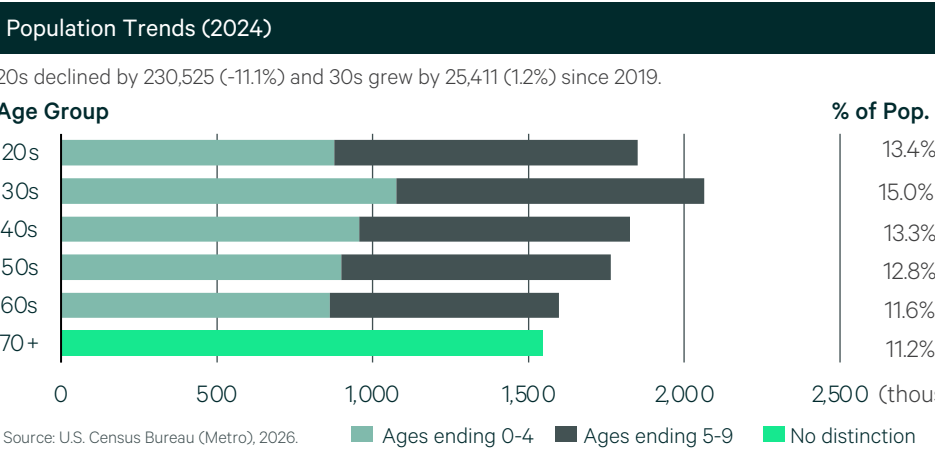
-1.3%

3-year growth

24.7%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



19 Baltimore

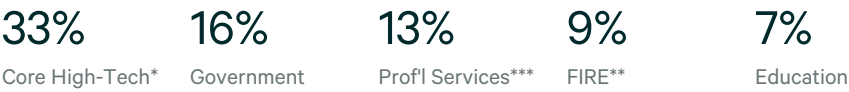
Score

50.14

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	76,460	2.2%	\$135,733	10.5%
Software Developers & Programmers	22,680	-2.2%	\$147,010	13.0%
Computer Support, Database & Systems	40,370	1.6%	\$123,339	8.9%
Computer & Information Systems Managers	7,010	19.0%	\$173,790	5.1%
Technology Engineering-Related	6,400	6.7%	\$132,266	13.2%
Total Non-Tech Occupations	147,170	3.8%	\$63,943	11.2%
Sales	14,730	-7.0%	\$79,648	-3.0%
Administrative & Office Support	92,330	2.2%	\$49,611	14.3%
Business Operations & Finance	30,960	15.4%	\$93,561	8.5%
Marketing	9,150	4.1%	\$83,053	18.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

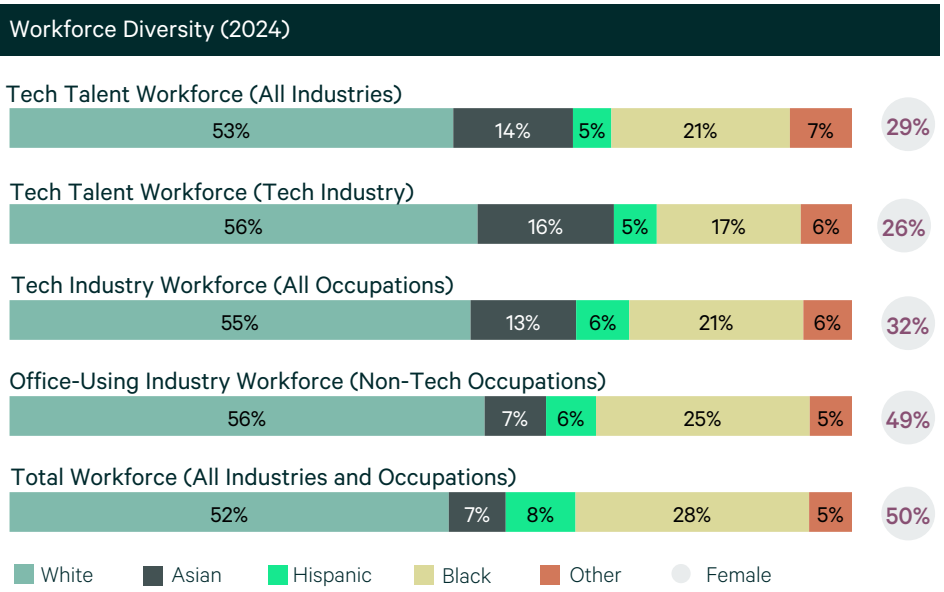
Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
47.2%	N/A
Baltimore	
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

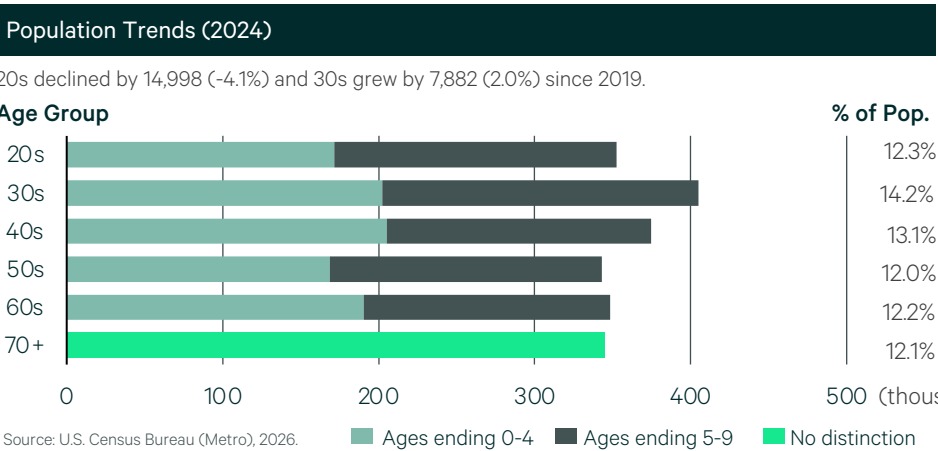
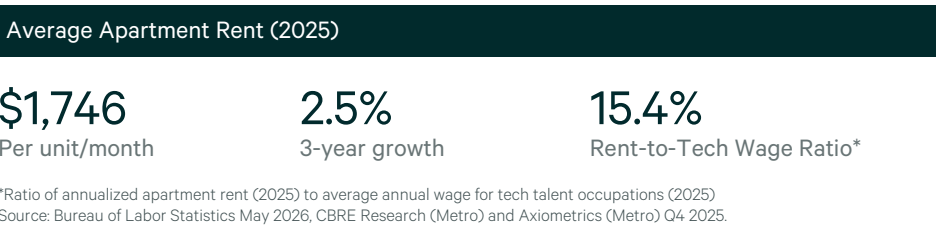
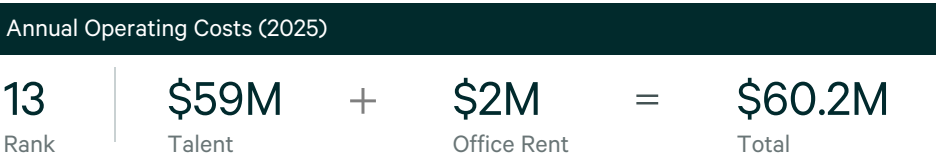
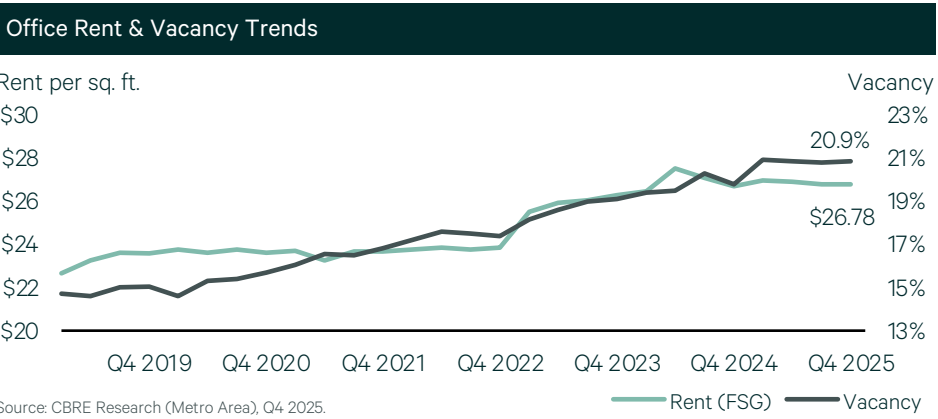


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,592	14.4%	68.2%	31.8%
Math/Statistics	682	18.6%	63.8%	36.2%
Other Tech Engineering	1,482	9.5%	76.4%	23.6%
Totals	4,756	13.4%	70.1%	29.9%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,592	41.1%	25.4%	8.2%	20.3%	5.1%
Math/Statistics	682	54.2%	20.6%	14.1%	7.3%	3.9%
Other Tech Engineering	1,482	60.0%	14.4%	9.0%	11.7%	4.9%
Totals	4,756	49.4%	20.9%	9.2%	15.6%	4.8%

Source: The National Center for Education Statistics (Region), 2026.



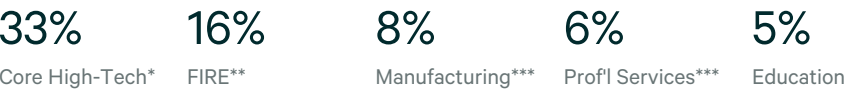
20 Phoenix

Score
50.08

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	99,220	-6.4%	\$121,166	14.5%
Software Developers & Programmers	37,450	-3.1%	\$129,306	12.7%
Computer Support, Database & Systems	40,330	-15.1%	\$98,459	12.2%
Computer & Information Systems Managers	11,510	22.4%	\$174,740	8.8%
Technology Engineering-Related	9,930	-5.0%	\$120,586	14.1%
Total Non-Tech Occupations	277,540	-5.0%	\$62,740	18.0%
Sales	28,600	11.7%	\$92,104	17.4%
Administrative & Office Support	176,650	-11.8%	\$49,339	16.0%
Business Operations & Finance	53,400	12.0%	\$85,303	9.9%
Marketing	18,890	1.7%	\$79,827	13.8%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

42.8%

Phoenix

AI Talent

Artificial Intelligence Tech Talent (2026)

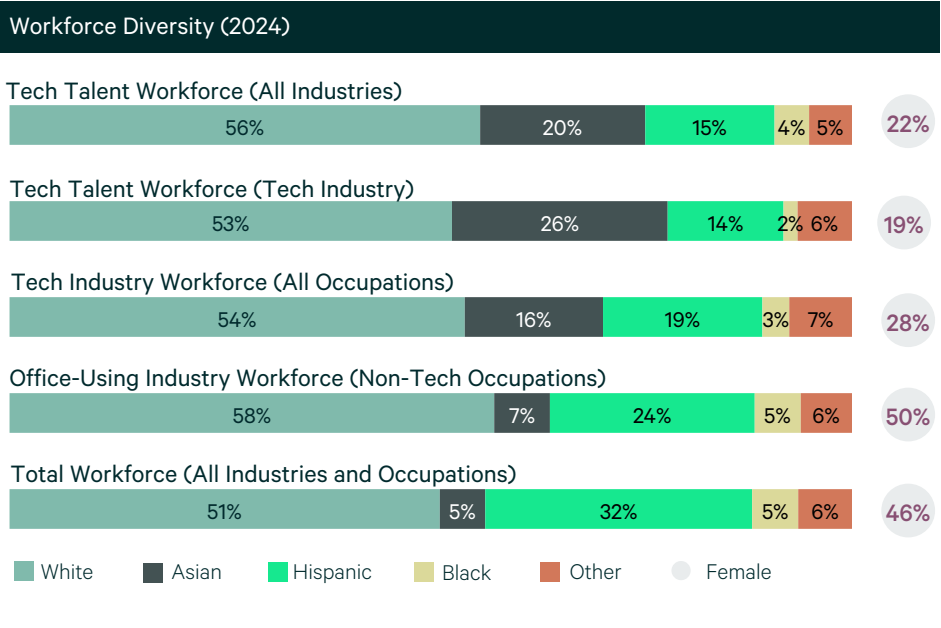
8,445

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



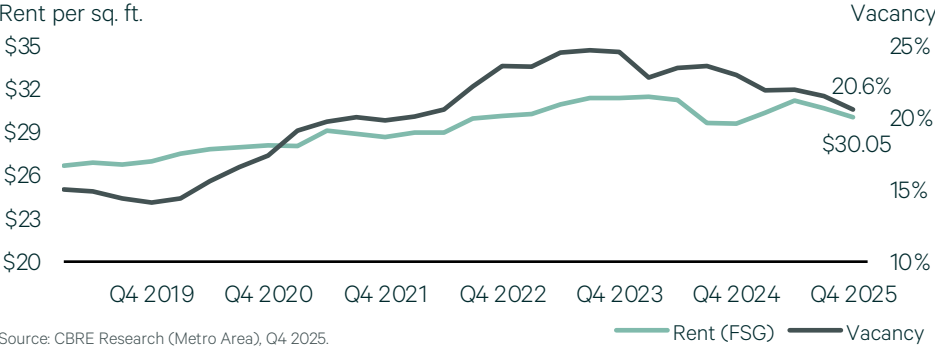
Talent Pipeline & Diversity

Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	4,351	51.0%	76.7%	23.3%
Math/Statistics	299	-2.6%	57.9%	42.1%
Other Tech Engineering	2,501	32.6%	77.6%	22.4%
Totals	7,151	40.9%	76.2%	23.8%

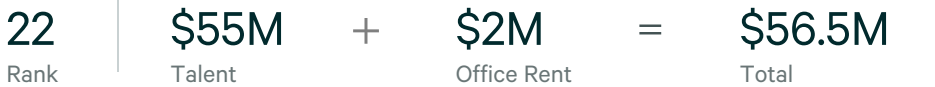
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	4,351	47.5%	20.2%	17.0%	9.1%	6.2%
Math/Statistics	299	60.3%	13.4%	12.1%	7.8%	6.5%
Other Tech Engineering	2,501	57.9%	11.3%	21.9%	3.7%	5.1%
Totals	7,151	52.1%	16.5%	18.5%	7.0%	5.8%

Source: The National Center for Education Statistics (Region), 2026.

Office Rent & Vacancy Trends



Annual Operating Costs (2025)

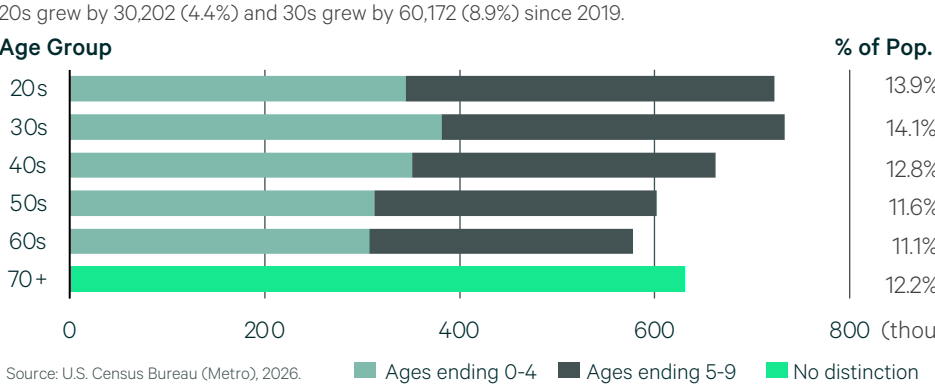


Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)



Population Trends (2024)



21 Chicago

Score

50.08

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	158,470	1.1%	\$125,376	14.5%
Software Developers & Programmers	59,330	1.0%	\$131,679	14.1%
Computer Support, Database & Systems	66,330	-6.9%	\$98,672	8.5%
Computer & Information Systems Managers	24,950	31.6%	\$184,810	11.8%
Technology Engineering-Related	7,860	2.3%	\$114,490	15.5%
Total Non-Tech Occupations	490,790	-6.0%	\$66,849	15.3%
Sales	64,860	36.8%	\$87,229	9.5%
Administrative & Office Support	283,600	-16.5%	\$50,561	11.3%
Business Operations & Finance	99,850	8.8%	\$91,201	7.0%
Marketing	42,480	-2.2%	\$87,234	16.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

30%
Core High-Tech*

16%
FIRE**

10%
Prof'l Services***

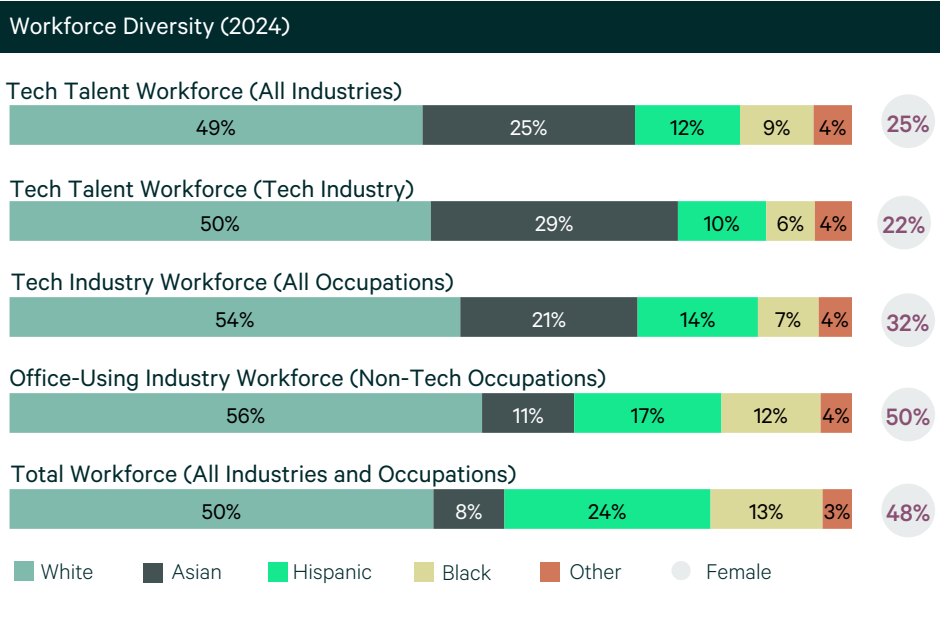
10%
Manufacturing***

4%
Health

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
38.7% Chicago	48.2% U.S.
	21,207
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

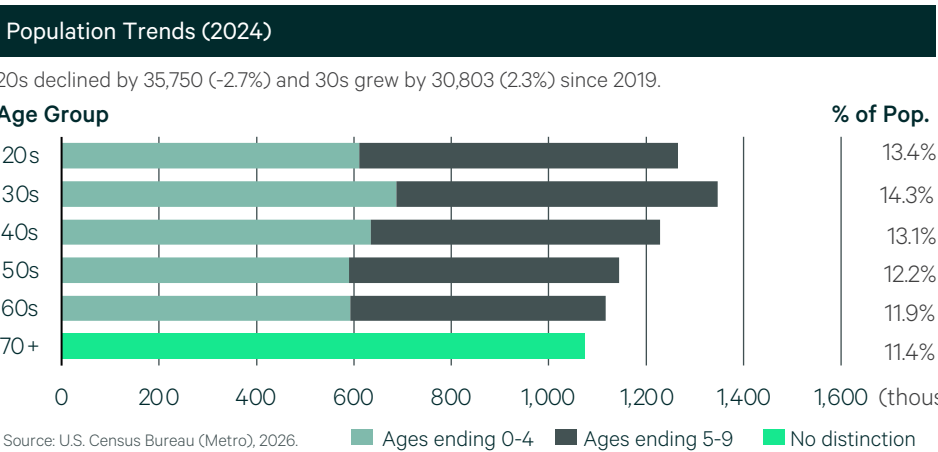
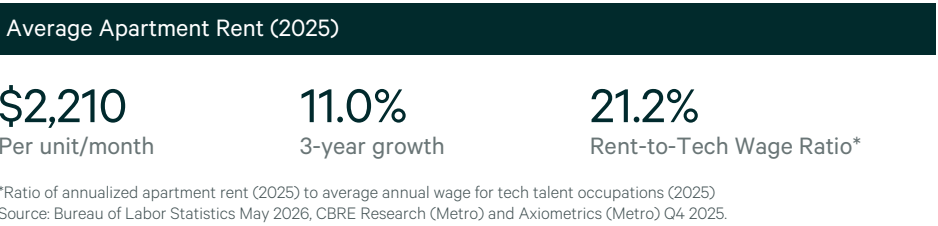
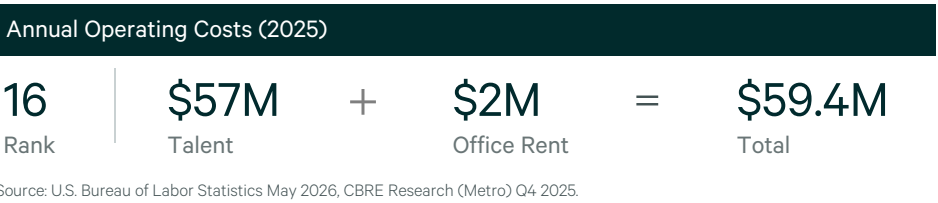
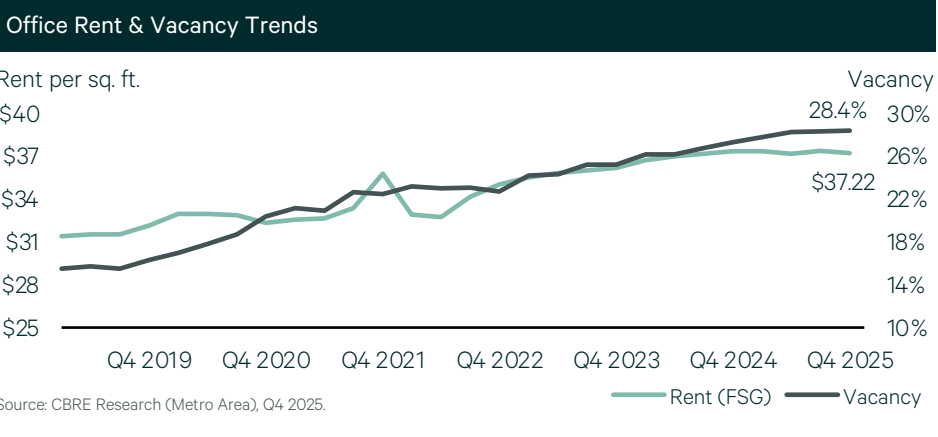


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	6,106	30.4%	72.7%	27.3%
Math/Statistics	1,302	-25.4%	64.8%	35.2%
Other Tech Engineering	1,799	-8.4%	72.5%	27.5%
Totals	9,207	9.7%	71.5%	28.5%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	6,106	43.2%	25.9%	18.1%	8.9%	3.9%
Math/Statistics	1,302	50.0%	26.1%	15.4%	3.2%	5.2%
Other Tech Engineering	1,799	52.4%	19.0%	18.7%	6.4%	3.5%
Totals	9,207	46.2%	24.4%	17.8%	7.5%	4.0%

Source: The National Center for Education Statistics (Region), 2026.



22 San Diego

Score
48.93

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	75,470	-0.9%	\$143,408	12.3%
Software Developers & Programmers	29,110	5.2%	\$152,691	11.7%
Computer Support, Database & Systems	27,480	1.8%	\$115,434	11.7%
Computer & Information Systems Managers	7,250	-1.6%	\$210,940	14.1%
Technology Engineering-Related	11,630	-17.6%	\$144,170	13.8%
Total Non-Tech Occupations	136,550	-2.0%	\$70,305	12.7%
Sales	14,280	0.4%	\$91,359	2.1%
Administrative & Office Support	84,020	-1.7%	\$54,159	14.0%
Business Operations & Finance	31,520	15.0%	\$98,855	13.0%
Marketing	6,730	-44.6%	\$93,485	19.1%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

56.9%

San Diego

AI Talent

Artificial Intelligence Tech Talent (2026)

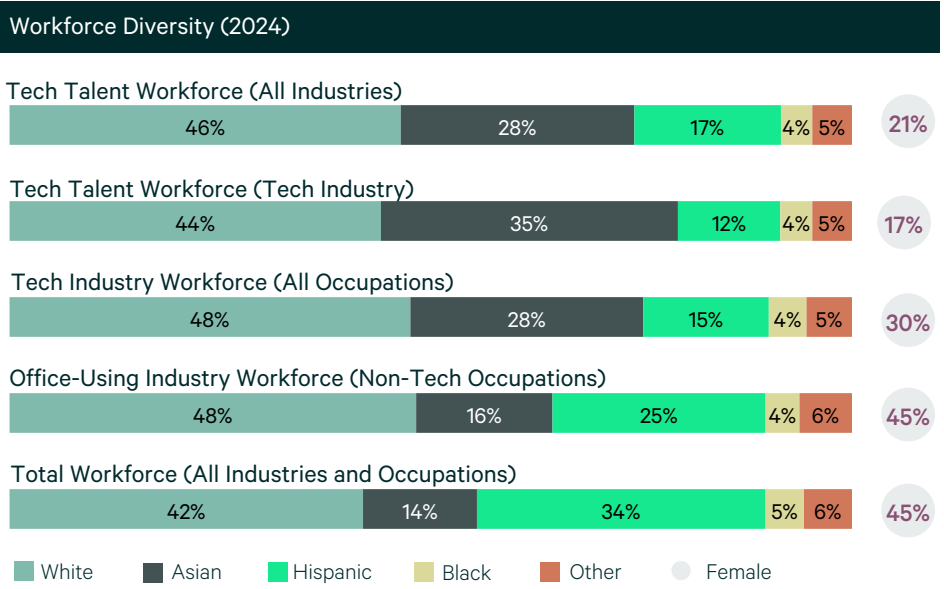
10,456

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

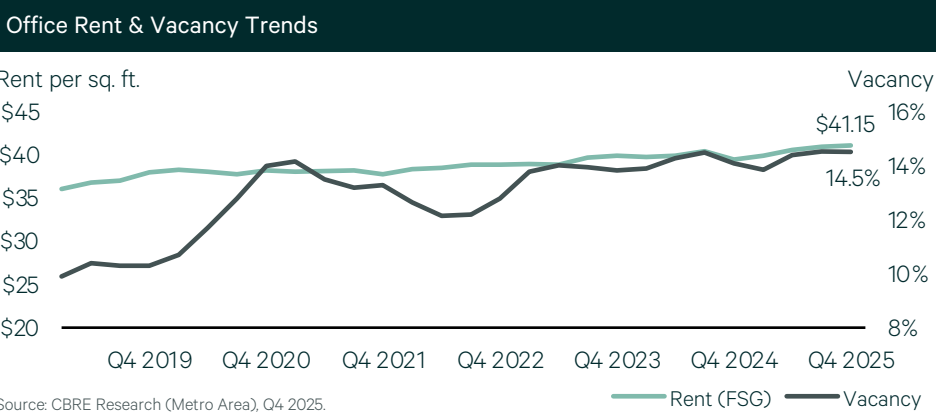


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,618	15.8%	77.1%	22.9%
Math/Statistics	1,167	9.2%	66.8%	33.2%
Other Tech Engineering	1,599	-10.5%	80.2%	19.8%
Totals	5,384	5.3%	75.8%	24.2%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,618	32.0%	35.5%	19.2%	7.7%	5.6%
Math/Statistics	1,167	26.7%	45.0%	19.2%	1.9%	7.3%
Other Tech Engineering	1,599	37.9%	27.9%	24.8%	2.5%	6.9%
Totals	5,384	32.9%	34.8%	21.0%	5.0%	6.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

6 Rank

\$64M Talent

+

\$2M Office Rent

=

\$66.8M Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

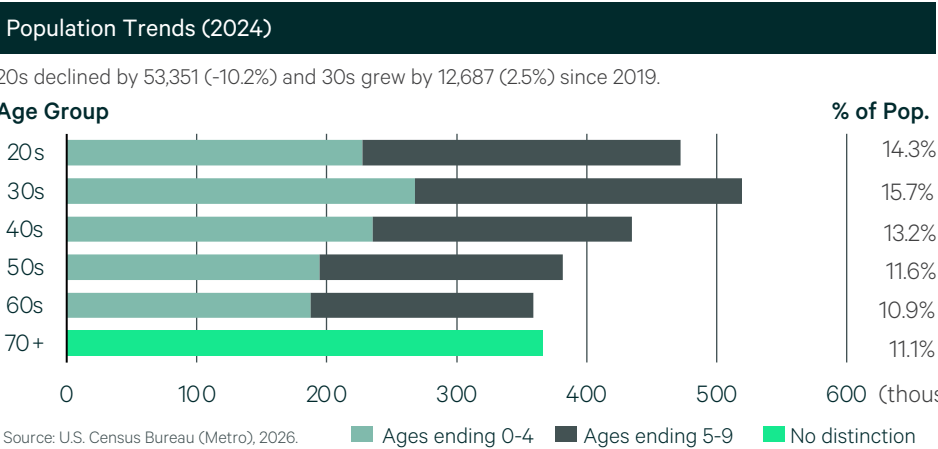
Average Apartment Rent (2025)

\$2,811 Per unit/month

-2.3% 3-year growth

23.5% Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



23 Philadelphia

Score

47.99

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	107,370	2.2%	\$125,532	13.2%
Software Developers & Programmers	41,610	8.7%	\$128,917	13.8%
Computer Support, Database & Systems	44,070	-8.9%	\$103,589	8.4%
Computer & Information Systems Managers	15,090	38.6%	\$183,600	4.0%
Technology Engineering-Related	6,600	-11.9%	\$117,955	15.8%
Total Non-Tech Occupations	300,180	-8.0%	\$65,067	13.8%
Sales	25,220	-2.4%	\$87,496	12.2%
Administrative & Office Support	182,200	-15.1%	\$49,219	10.0%
Business Operations & Finance	66,580	6.7%	\$92,649	8.4%
Marketing	26,180	11.9%	\$83,609	14.5%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

26%
Core High-Tech*

22%
FIRE**

10%
Manufacturing***

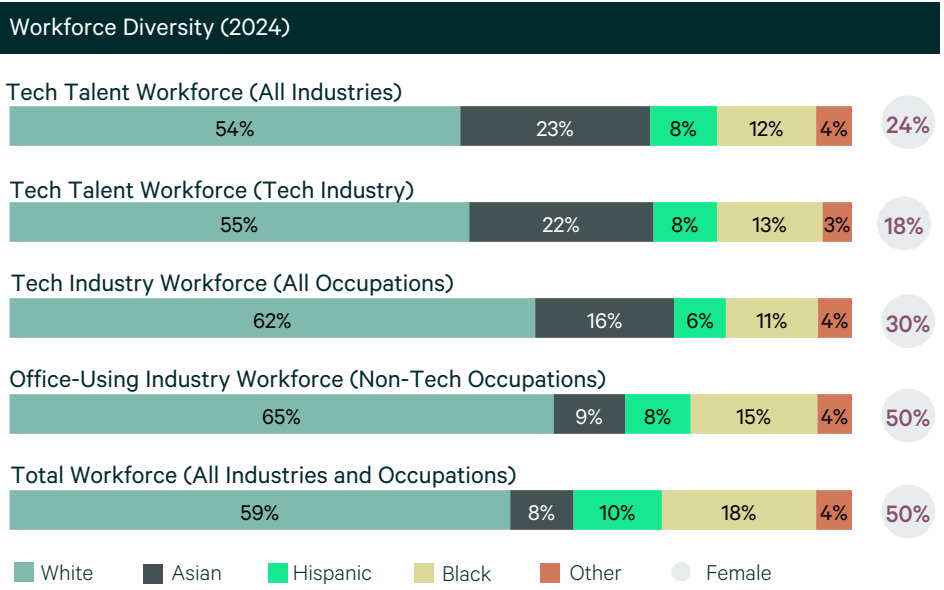
8%
Prof'l Services***

5%
Health

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
33.8% Philadelphia	48.2% U.S.
	11,656
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

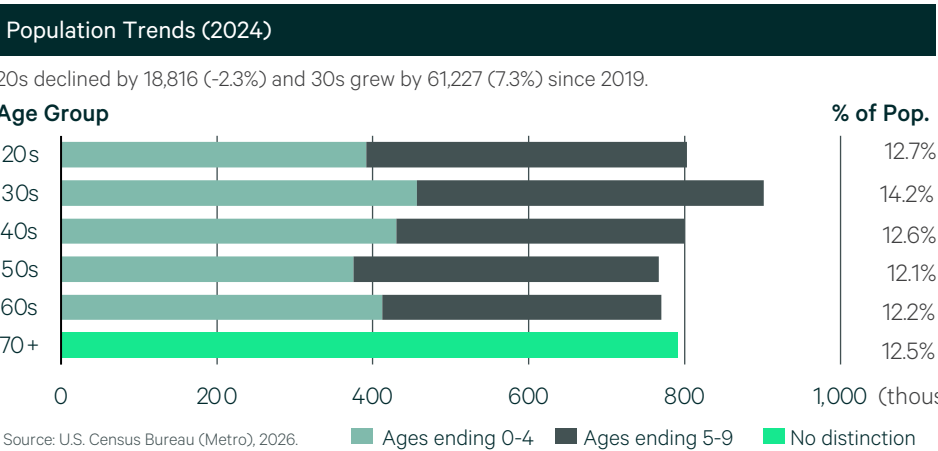
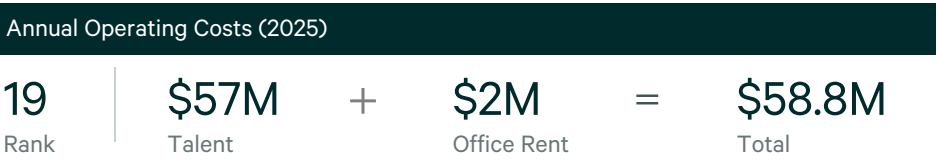
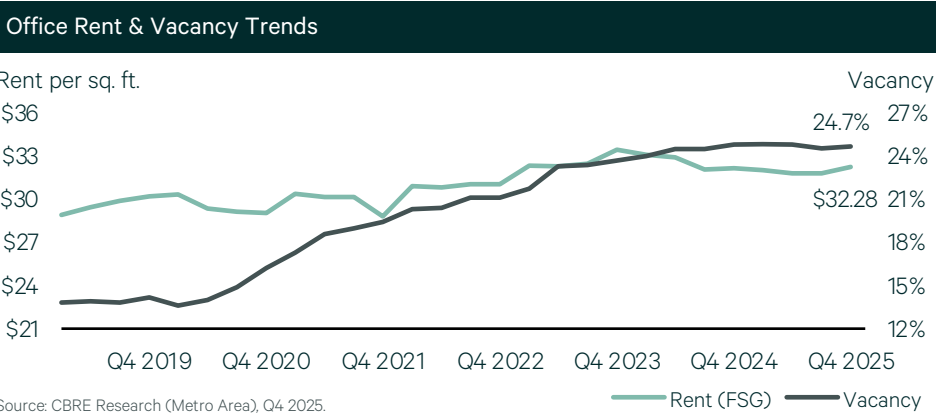
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity							
Degree Completions (2024)		Total	Growth 2021-24		Male	Female	
Computer Engineering		6,067	66.6%		68.3%	31.7%	
Math/Statistics		779	-8.9%		64.2%	35.8%	
Other Tech Engineering		1,839	14.5%		77.3%	22.7%	
Totals		8,685	42.3%		69.9%	30.1%	
Degree Completions (2024)		Total	White	Asian	Hispanic	Black	Other
Computer Engineering		6,067	50.9%	27.2%	8.0%	10.3%	3.7%
Math/Statistics		779	64.6%	19.3%	7.5%	3.8%	4.7%
Other Tech Engineering		1,839	66.1%	15.7%	8.0%	5.9%	4.4%
Totals		8,685	55.8%	23.7%	7.9%	8.6%	4.0%

Source: The National Center for Education Statistics (Region), 2026.



24 South Florida

Score
45.83

Workforce Breakdown

	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	83,130	12.4%	\$112,962	14.6%
Software Developers & Programmers	27,940	4.4%	\$127,329	18.4%
Computer Support, Database & Systems	41,280	12.2%	\$91,894	11.1%
Computer & Information Systems Managers	9,410	40.2%	\$165,680	6.7%
Technology Engineering-Related	4,500	22.6%	\$106,789	20.7%
Total Non-Tech Occupations	348,450	-6.9%	\$56,724	9.4%
Sales	39,160	2.5%	\$77,713	6.3%
Administrative & Office Support	238,460	-3.7%	\$45,834	14.2%
Business Operations & Finance	60,440	2.7%	\$83,995	9.1%
Marketing	10,390	-65.1%	\$68,897	-4.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

50.1%

South Florida

AI Talent

Artificial Intelligence Tech Talent (2026)

4,892

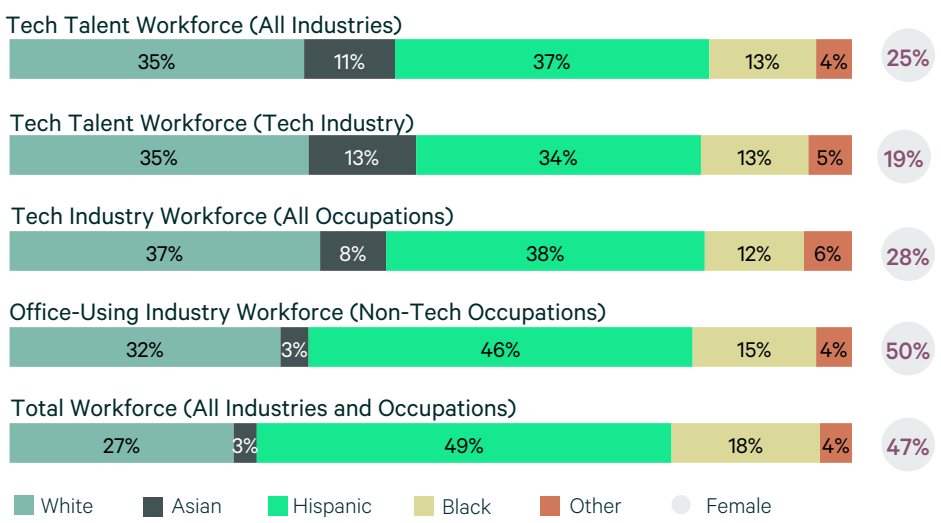
Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Workforce Diversity (2024)



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

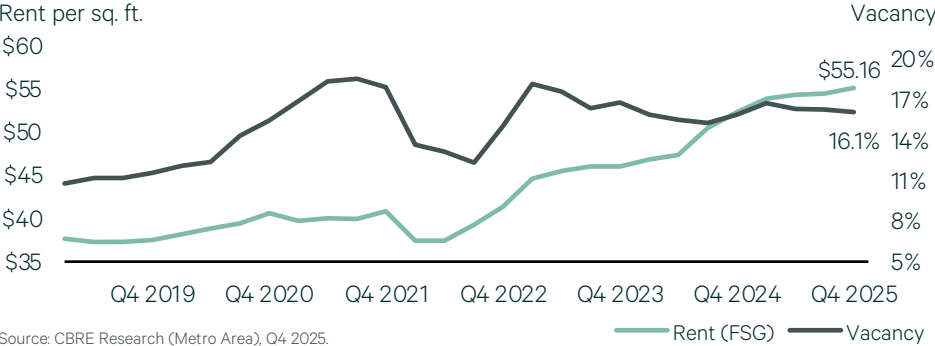
Talent Pipeline & Diversity

Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,271	46.9%	74.6%	25.4%
Math/Statistics	188	-16.8%	65.4%	34.6%
Other Tech Engineering	708	-18.1%	81.8%	18.2%
Totals	3,167	20.1%	75.7%	24.3%

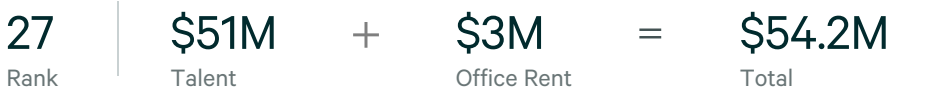
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,271	19.9%	7.5%	55.2%	14.1%	3.3%
Math/Statistics	188	39.8%	4.9%	43.9%	4.9%	6.5%
Other Tech Engineering	708	23.5%	2.8%	58.8%	11.0%	4.0%
Totals	3,167	21.8%	6.3%	55.3%	13.0%	3.6%

Source: The National Center for Education Statistics (Region), 2026.

Office Rent & Vacancy Trends



Annual Operating Costs (2025)



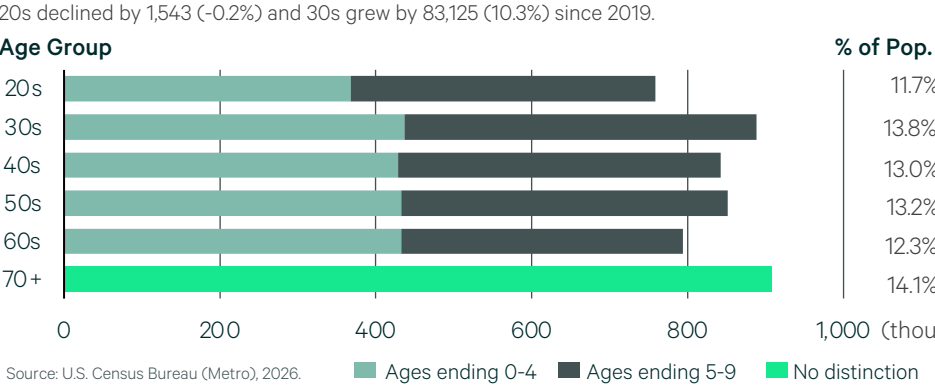
Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)



*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)



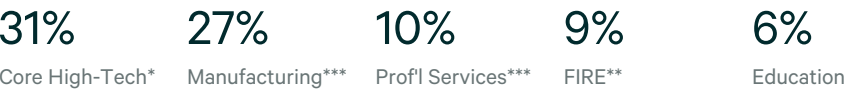
25 Detroit

Score
45.83

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	92,450	0.9%	\$114,616	11.9%
Software Developers & Programmers	37,770	12.3%	\$119,964	13.1%
Computer Support, Database & Systems	32,970	-9.1%	\$92,625	6.2%
Computer & Information Systems Managers	9,200	5.6%	\$173,070	10.0%
Technology Engineering-Related	12,510	-3.6%	\$113,436	14.8%
Total Non-Tech Occupations	218,050	-3.4%	\$63,016	9.2%
Sales	21,160	3.7%	\$98,708	-5.2%
Administrative & Office Support	132,680	-8.3%	\$47,215	11.4%
Business Operations & Finance	44,930	7.0%	\$86,928	6.9%
Marketing	19,280	4.3%	\$76,853	5.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

41.7%

Detroit

AI Talent

Artificial Intelligence Tech Talent (2026)

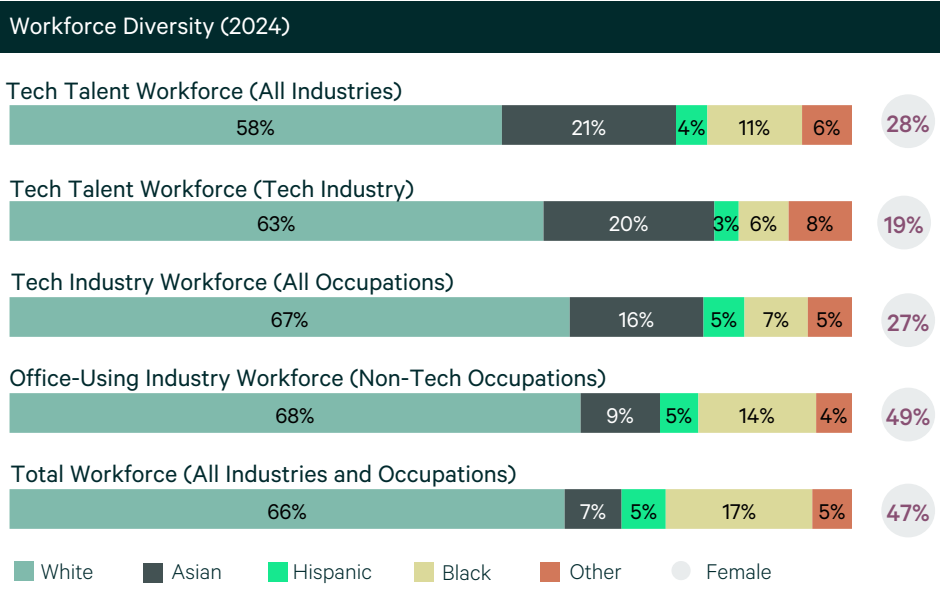
8,743

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

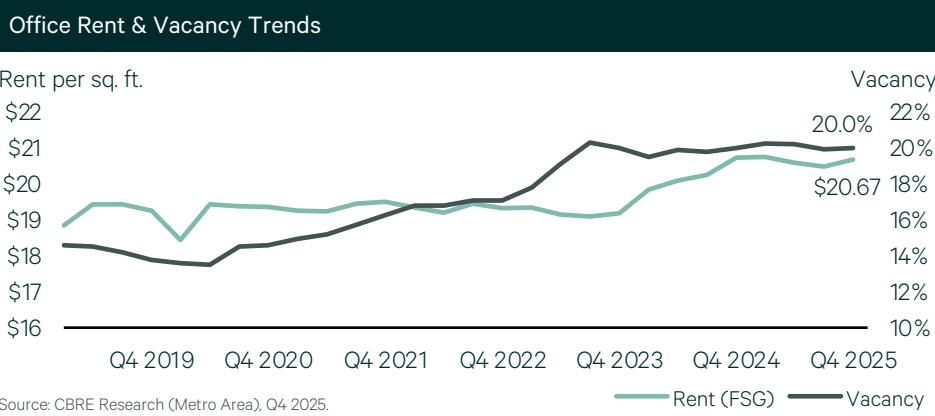


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	4,192	32.1%	70.3%	29.7%
Math/Statistics	648	-1.2%	62.7%	37.3%
Other Tech Engineering	3,106	-1.3%	76.8%	23.2%
Totals	7,946	13.9%	72.2%	27.8%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	4,192	52.8%	32.3%	6.1%	4.1%	4.8%
Math/Statistics	648	70.0%	18.8%	4.1%	2.4%	4.8%
Other Tech Engineering	3,106	68.5%	15.3%	7.7%	3.8%	4.7%
Totals	7,946	60.2%	24.6%	6.6%	3.9%	4.7%

Source: The National Center for Education Statistics (Region), 2026.



26 Charlotte

Score
45.34

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	71,660	13.3%	\$126,634	10.3%
Software Developers & Programmers	31,390	21.6%	\$129,399	6.8%
Computer Support, Database & Systems	28,910	1.5%	\$106,788	6.1%
Computer & Information Systems Managers	8,120	35.3%	\$194,550	17.0%
Technology Engineering-Related	3,240	10.6%	\$106,718	16.5%
Total Non-Tech Occupations	150,210	-0.4%	\$68,566	17.5%
Sales	17,300	21.3%	\$87,785	4.1%
Administrative & Office Support	79,670	-11.7%	\$46,879	14.3%
Business Operations & Finance	39,630	16.1%	\$96,342	11.4%
Marketing	13,610	11.7%	\$90,215	16.5%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

42.2%

Charlotte

AI Talent

Artificial Intelligence Tech Talent (2026)

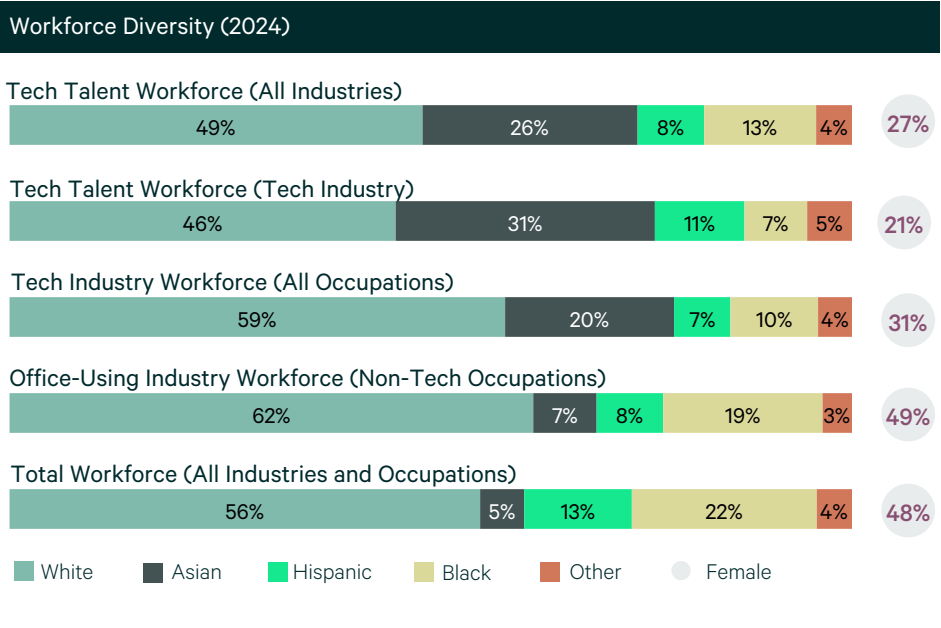
7,000

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

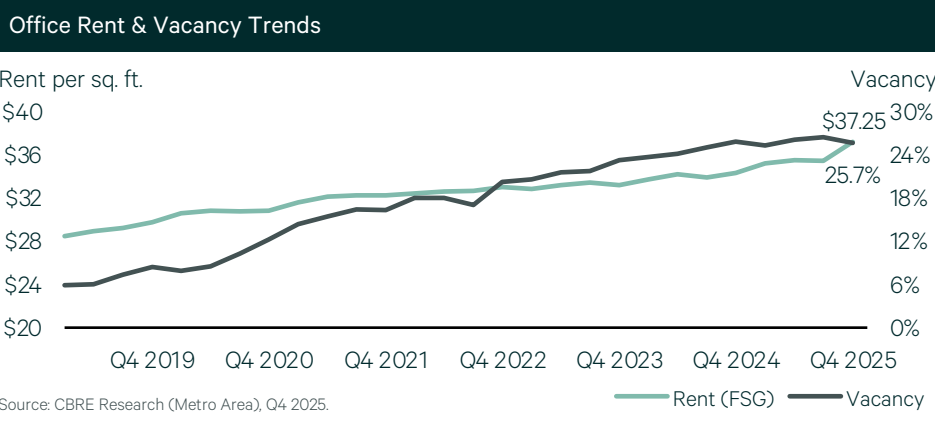
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,356	27.0%	75.5%	24.5%
Math/Statistics	149	-26.6%	66.4%	33.6%
Other Tech Engineering	383	-14.5%	82.8%	17.2%
Totals	1,888	9.8%	76.3%	23.7%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,356	51.5%	21.4%	10.3%	12.3%	4.4%
Math/Statistics	149	71.1%	8.3%	5.0%	12.4%	3.3%
Other Tech Engineering	383	70.0%	8.0%	12.1%	7.0%	2.9%
Totals	1,888	57.7%	17.0%	10.2%	11.1%	4.0%

Source: The National Center for Education Statistics (Region), 2026.



27 Orlando

Score
44.34

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	53,230	16.7%	\$113,952	14.9%
Software Developers & Programmers	19,250	21.2%	\$122,488	14.9%
Computer Support, Database & Systems	24,100	8.4%	\$93,501	8.6%
Computer & Information Systems Managers	5,190	46.2%	\$178,350	11.9%
Technology Engineering-Related	4,690	18.4%	\$112,739	27.0%
Total Non-Tech Occupations	164,400	4.9%	\$58,292	14.2%
Sales	21,380	24.1%	\$74,915	7.8%
Administrative & Office Support	100,450	0.1%	\$45,245	14.1%
Business Operations & Finance	29,490	8.8%	\$81,735	10.1%
Marketing	13,080	8.0%	\$78,472	16.5%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

45.3%

Orlando

AI Talent

Artificial Intelligence Tech Talent (2026)

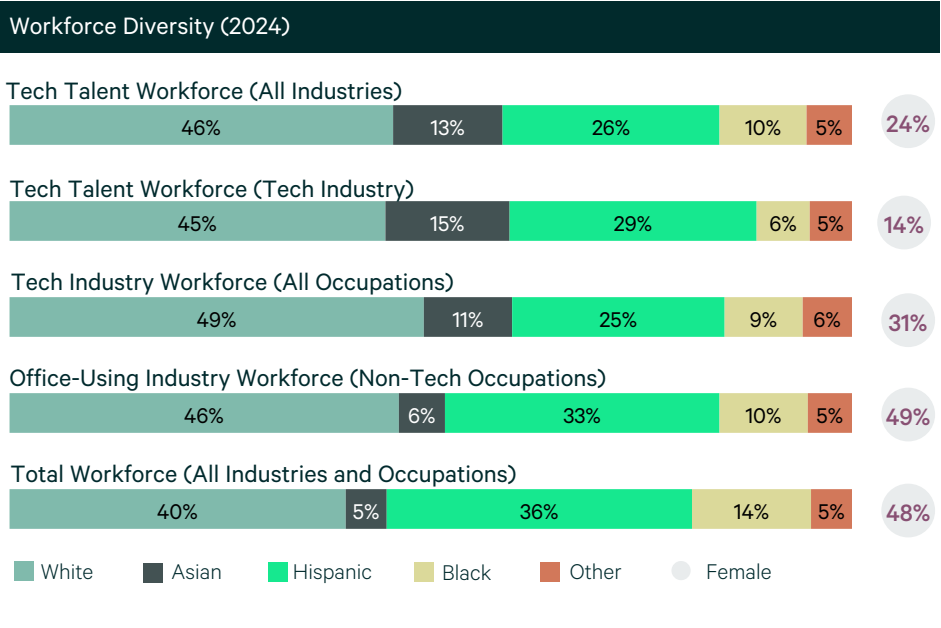
5,007

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



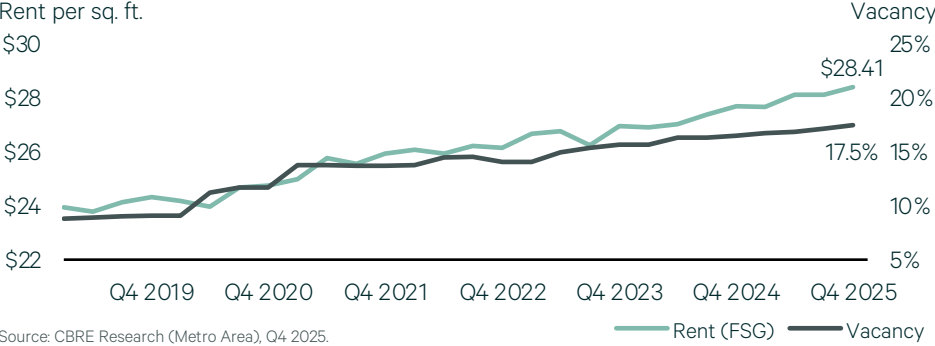
Talent Pipeline & Diversity

Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,344	38.4%	81.6%	18.4%
Math/Statistics	144	-8.9%	63.9%	36.1%
Other Tech Engineering	1,730	5.2%	82.1%	17.9%
Totals	3,218	16.0%	81.1%	18.9%

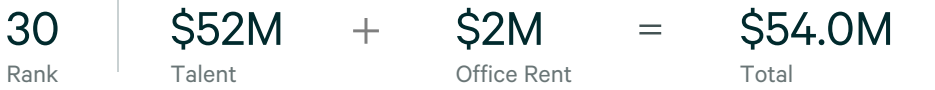
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,344	48.7%	14.2%	23.8%	7.6%	5.6%
Math/Statistics	144	59.7%	12.1%	20.2%	5.6%	2.4%
Other Tech Engineering	1,730	54.4%	7.6%	26.3%	6.6%	5.1%
Totals	3,218	52.4%	10.4%	25.1%	7.0%	5.2%

Source: The National Center for Education Statistics (Region), 2026.

Office Rent & Vacancy Trends



Annual Operating Costs (2025)



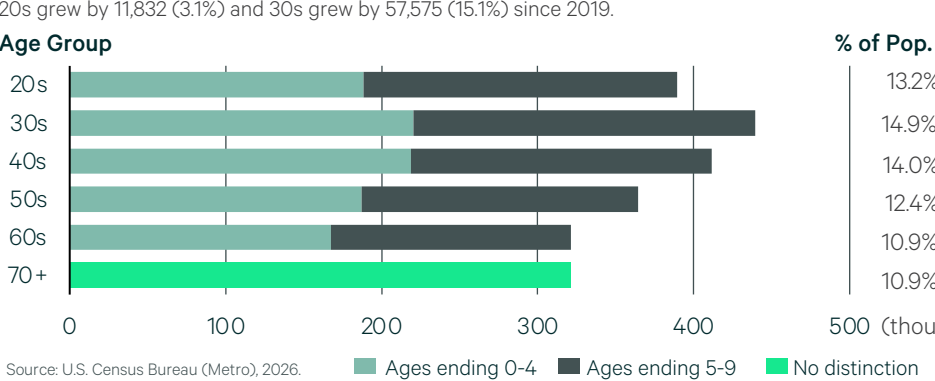
Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)



*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)



28 Pittsburgh

Score

44.15

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	42,270	8.4%	\$110,147	13.3%
Software Developers & Programmers	14,750	16.4%	\$117,263	17.3%
Computer Support, Database & Systems	18,940	-1.3%	\$91,173	6.3%
Computer & Information Systems Managers	5,290	39.6%	\$163,190	7.8%
Technology Engineering-Related	3,290	-2.1%	\$102,195	11.6%
Total Non-Tech Occupations	110,330	-10.3%	\$57,177	12.7%
Sales	9,190	1.3%	\$81,082	13.3%
Administrative & Office Support	70,160	-16.2%	\$45,341	10.0%
Business Operations & Finance	22,870	2.4%	\$80,177	9.4%
Marketing	8,110	1.9%	\$67,622	5.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

29%
Core High-Tech*

12%
FIRE**

10%
Prof'l Services***

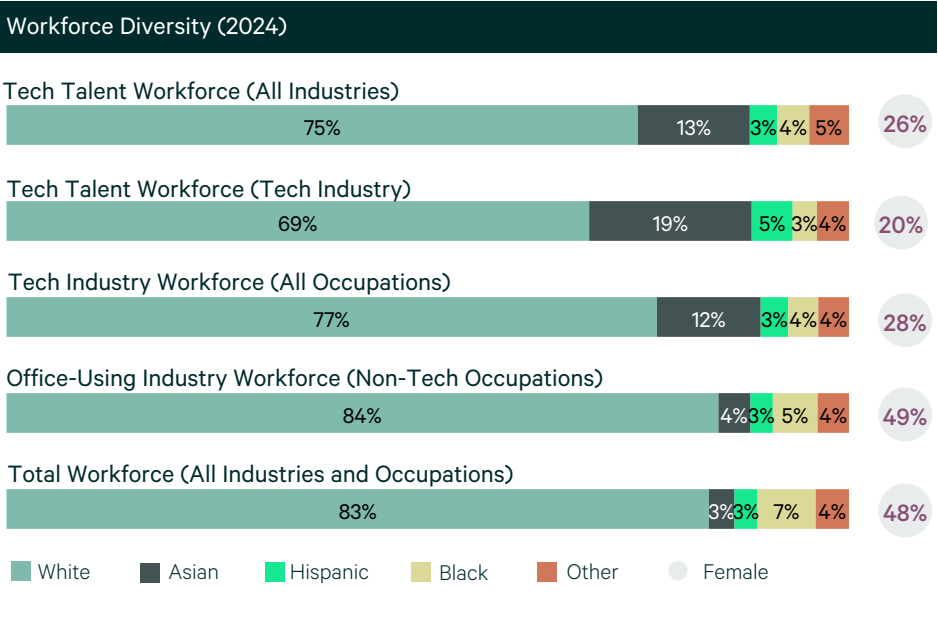
8%
Manufacturing***

7%
Health

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
45.1% Pittsburgh	48.2% U.S.
	5,187
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

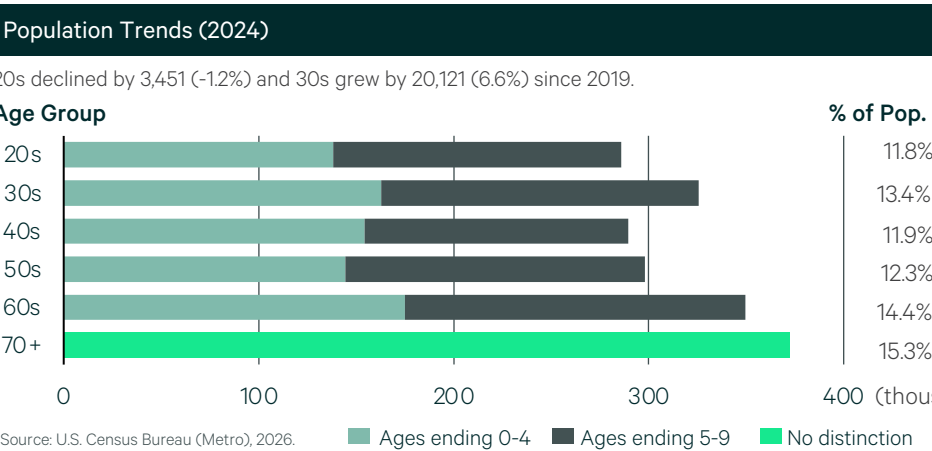
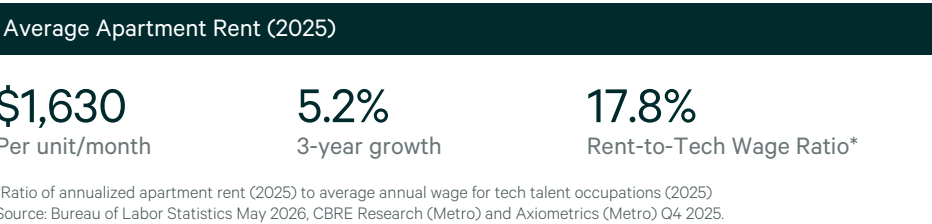
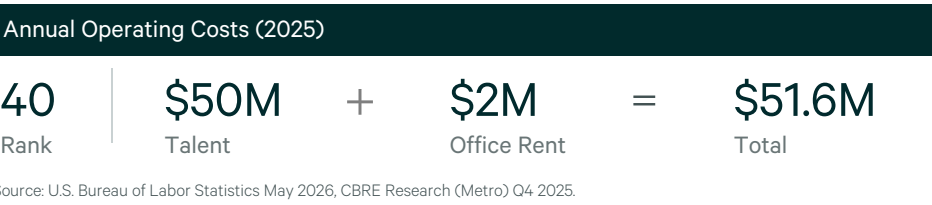
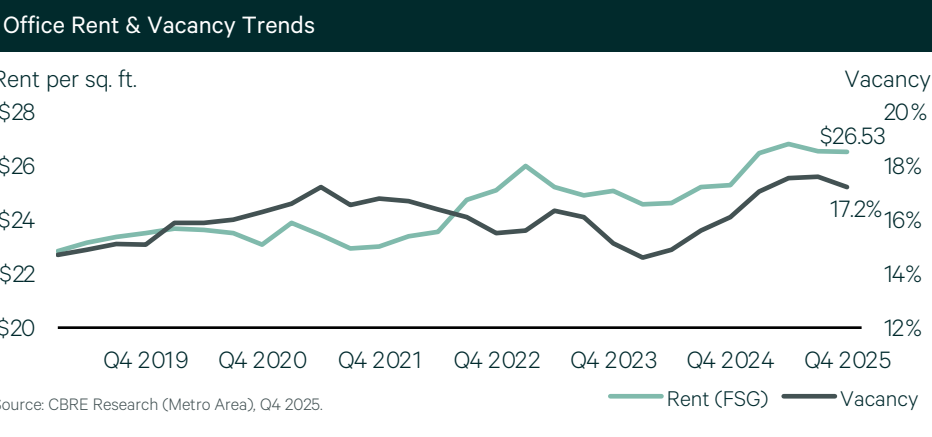


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,765	21.5%	64.3%	35.7%
Math/Statistics	731	3.8%	57.5%	42.5%
Other Tech Engineering	1,692	-6.5%	71.9%	28.1%
Totals	5,188	8.3%	65.8%	34.2%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,765	58.0%	25.8%	5.2%	5.4%	5.6%
Math/Statistics	731	58.3%	30.0%	4.6%	3.4%	3.6%
Other Tech Engineering	1,692	52.9%	25.9%	10.1%	5.3%	5.8%
Totals	5,188	56.4%	26.6%	6.7%	5.0%	5.3%

Source: The National Center for Education Statistics (Region), 2026.



29 Minneapolis-St. Paul

Score
43.82

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	84,670	-5.1%	\$121,410	12.4%
Software Developers & Programmers	36,190	-3.0%	\$126,457	10.5%
Computer Support, Database & Systems	34,330	-12.8%	\$99,277	6.3%
Computer & Information Systems Managers	8,780	16.8%	\$192,670	19.3%
Technology Engineering-Related	5,370	7.4%	\$112,386	18.5%
Total Non-Tech Occupations	226,300	-2.5%	\$69,101	10.9%
Sales	19,480	-12.6%	\$93,499	6.8%
Administrative & Office Support	132,400	-2.8%	\$52,212	11.5%
Business Operations & Finance	47,800	3.1%	\$94,117	10.8%
Marketing	26,620	-2.0%	\$90,328	11.8%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

28%

Core High-Tech*

17%

FIRE**

11%

Manufacturing***

9%

Prof'l Services***

6%

Education

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

41.7%

Minneapolis-St. Paul

AI Talent

Artificial Intelligence Tech Talent (2026)

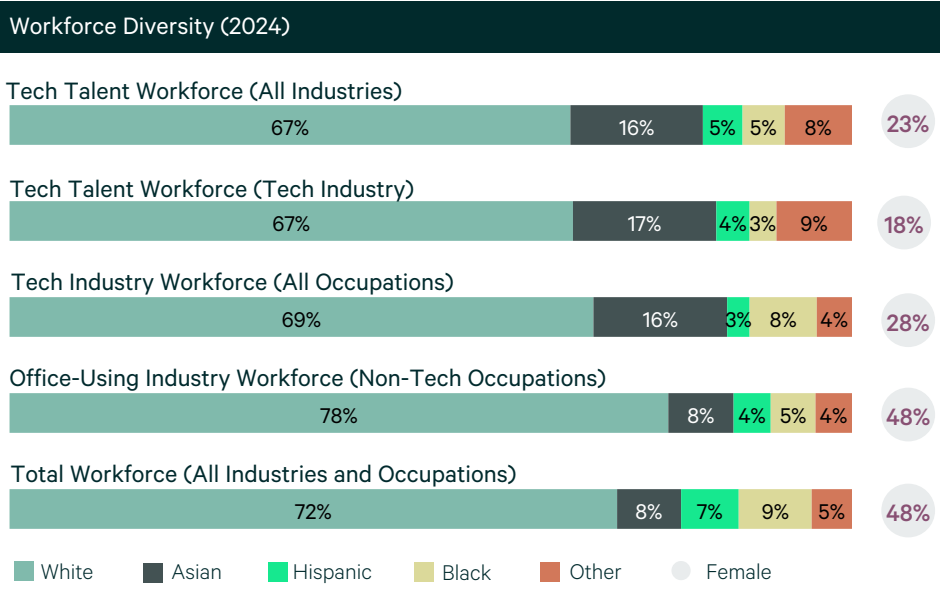
7,028

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

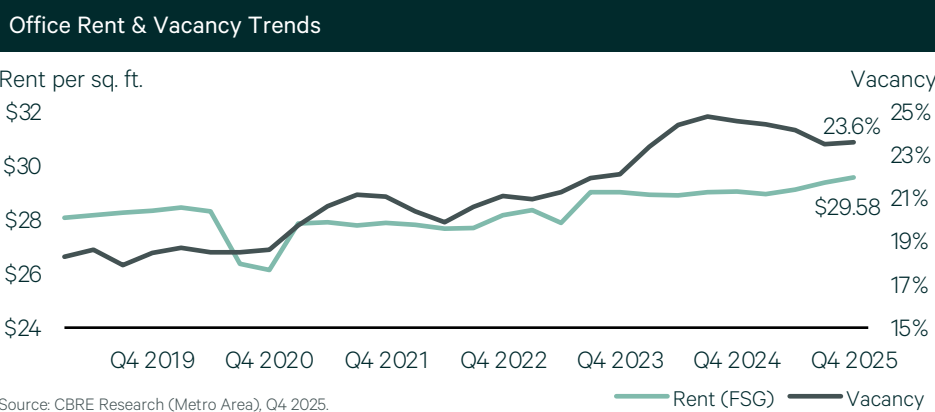


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,290	10.5%	71.7%	28.3%
Math/Statistics	438	-25.1%	61.9%	38.1%
Other Tech Engineering	859	-12.0%	80.7%	19.3%
Totals	3,587	-1.3%	72.7%	27.3%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,290	51.8%	20.7%	6.3%	16.2%	5.0%
Math/Statistics	438	72.9%	11.6%	5.2%	4.2%	6.1%
Other Tech Engineering	859	78.3%	8.8%	4.6%	3.5%	4.8%
Totals	3,587	61.0%	16.6%	5.7%	11.6%	5.1%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

18

Rank

\$57M

Talent

+

\$2M

Office Rent

=

\$58.8M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,664

Per unit/month

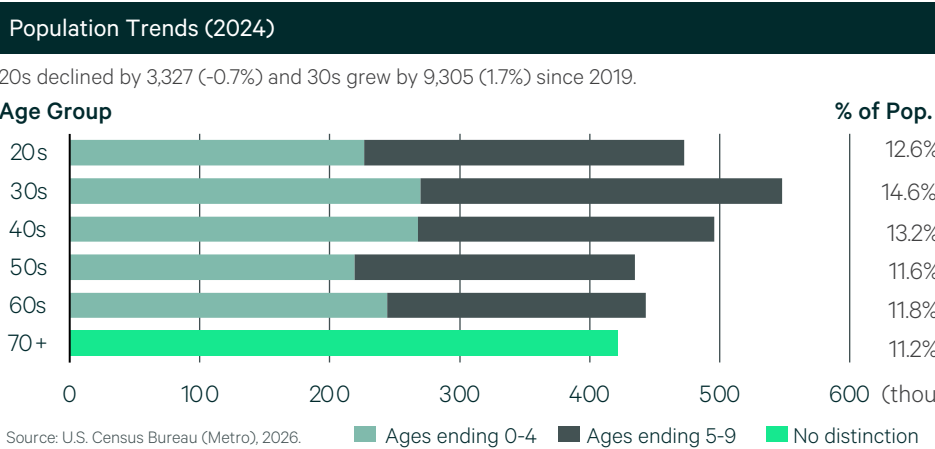
4.6%

3-year growth

16.4%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



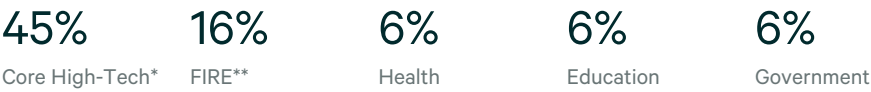
30 Madison

Score
43.24

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	22,900	1.8%	\$112,937	21.5%
Software Developers & Programmers	10,190	13.6%	\$120,062	25.5%
Computer Support, Database & Systems	9,060	-15.7%	\$91,021	8.3%
Computer & Information Systems Managers	2,540	82.7%	\$170,110	14.3%
Technology Engineering-Related	1,110	-20.1%	\$95,575	9.2%
Total Non-Tech Occupations	47,420	-5.9%	\$63,801	15.1%
Sales	5,180	-3.4%	\$80,098	3.1%
Administrative & Office Support	27,060	-12.7%	\$50,183	16.3%
Business Operations & Finance	10,430	9.0%	\$86,070	11.6%
Marketing	4,750	5.8%	\$74,710	10.7%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

54.9%

Madison

AI Talent

Artificial Intelligence Tech Talent (2026)

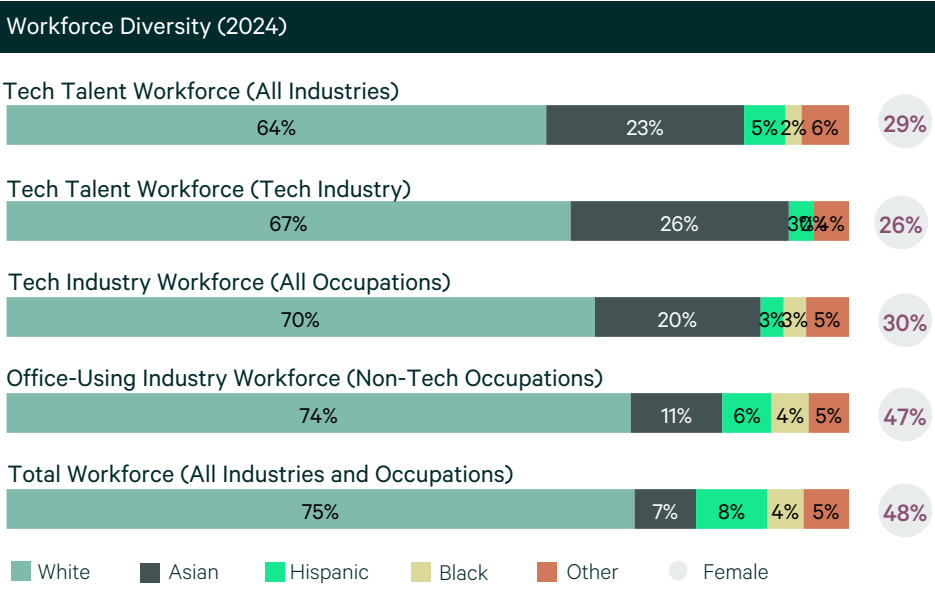
2,139

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

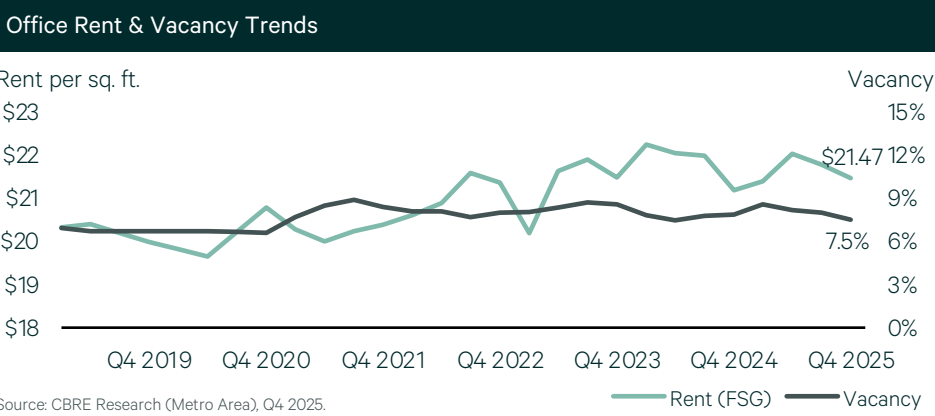
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)	Total	Growth 2021-24			Male	Female
Computer Engineering	1,706	66.4%			77.4%	22.6%
Math/Statistics	446	-21.2%			69.1%	30.9%
Other Tech Engineering	967	16.2%			79.2%	20.8%
Totals	3,119	28.7%			76.8%	23.2%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,706	57.9%	32.3%	4.8%	1.7%	3.3%
Math/Statistics	446	64.4%	19.5%	7.5%	2.9%	5.7%
Other Tech Engineering	967	79.6%	8.0%	7.7%	1.5%	3.2%
Totals	3,119	66.2%	22.5%	6.1%	1.8%	3.5%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

34

Rank

\$52M

Talent

+

\$1M

Office Rent

=

\$53.6M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,644

Per unit/month

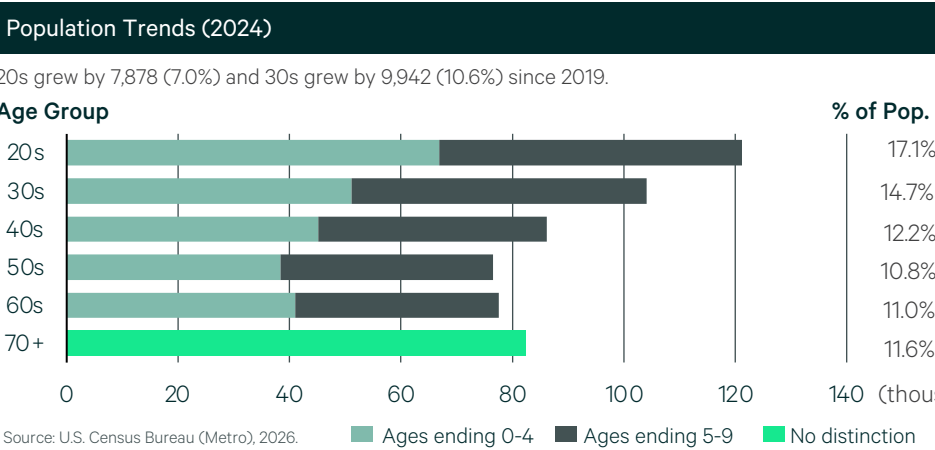
10.1%

3-year growth

17.5%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



31 Tampa

Score
42.67

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	58,070	7.2%	\$116,809	18.6%
Software Developers & Programmers	19,190	4.3%	\$126,803	20.1%
Computer Support, Database & Systems	28,640	3.2%	\$98,675	14.4%
Computer & Information Systems Managers	6,520	59.0%	\$176,040	10.9%
Technology Engineering-Related	3,720	-5.3%	\$101,054	13.5%
Total Non-Tech Occupations	179,280	-5.5%	\$59,457	14.9%
Sales	20,200	2.9%	\$78,244	6.4%
Administrative & Office Support	108,450	-13.1%	\$46,082	15.1%
Business Operations & Finance	37,750	17.1%	\$82,329	6.9%
Marketing	12,880	-0.8%	\$75,584	10.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

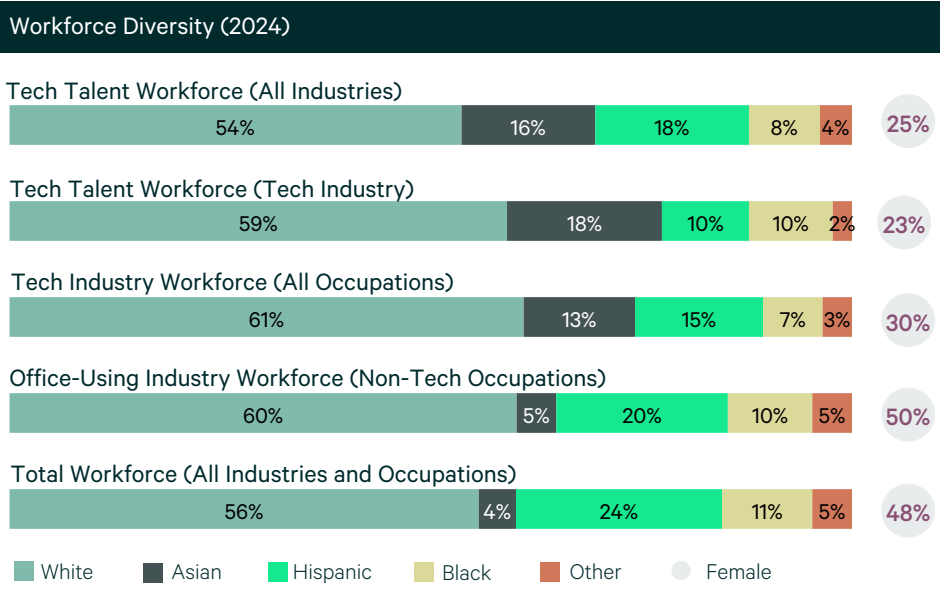
Top 5 Industries for Tech Talent Workforce (2024)

33%	18%	9%	5%	5%
Core High-Tech*	FIRE**	Profl Services***	Government	Manufacturing***

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
38.1%	5,645
Tampa	
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

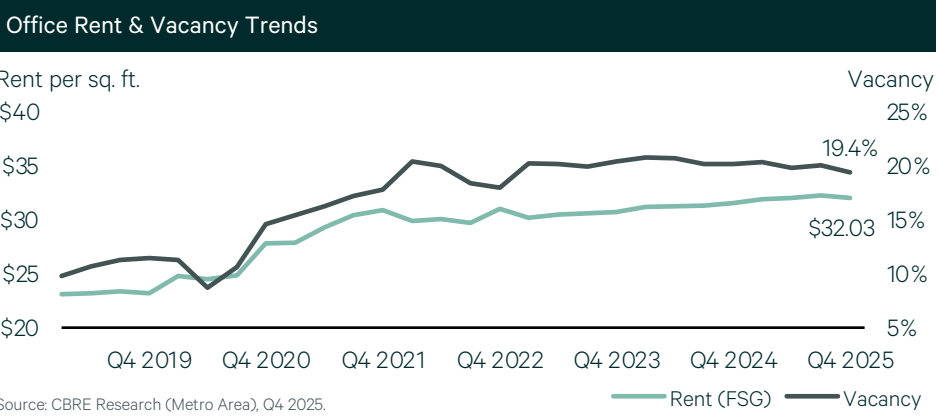


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,726	88.0%	73.1%	26.9%
Math/Statistics	132	6.5%	56.8%	43.2%
Other Tech Engineering	492	-4.3%	79.5%	20.5%
Totals	2,350	51.0%	73.5%	26.5%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,726	49.6%	12.3%	21.7%	11.9%	4.5%
Math/Statistics	132	73.5%	6.0%	9.6%	7.2%	3.6%
Other Tech Engineering	492	52.6%	10.4%	24.3%	7.1%	5.6%
Totals	2,350	51.8%	11.5%	21.5%	10.6%	4.6%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)				
25	\$53M	+	\$2M	= \$55.0M
Rank	Talent		Office Rent	Total

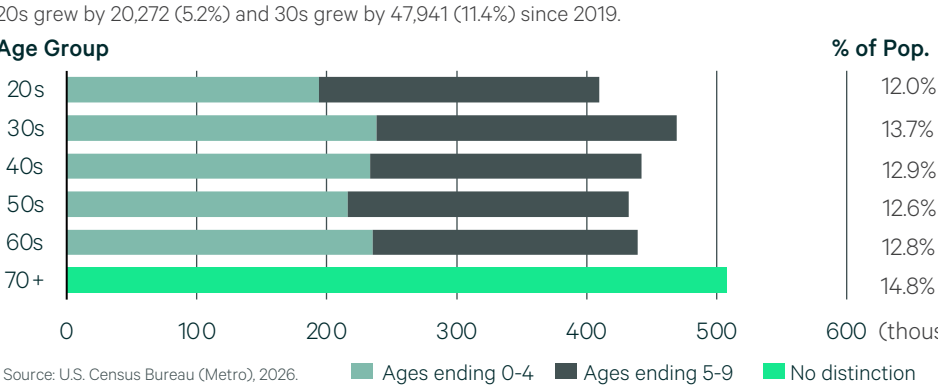
Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,788	-5.9%	18.4%
Per unit/month	3-year growth	Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)



32 Houston

Score
41.38

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	104,080	7.3%	\$120,216	13.3%
Software Developers & Programmers	32,650	16.3%	\$125,099	12.6%
Computer Support, Database & Systems	47,690	-4.2%	\$99,925	7.5%
Computer & Information Systems Managers	13,090	26.0%	\$182,200	13.7%
Technology Engineering-Related	10,650	21.9%	\$119,925	18.5%
Total Non-Tech Occupations	337,440	3.4%	\$59,456	10.8%
Sales	38,750	25.2%	\$84,141	3.7%
Administrative & Office Support	212,800	-2.7%	\$45,034	12.6%
Business Operations & Finance	63,480	6.9%	\$88,269	3.5%
Marketing	22,410	29.8%	\$72,108	5.7%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

43.6%

Houston

AI Talent

Artificial Intelligence Tech Talent (2026)

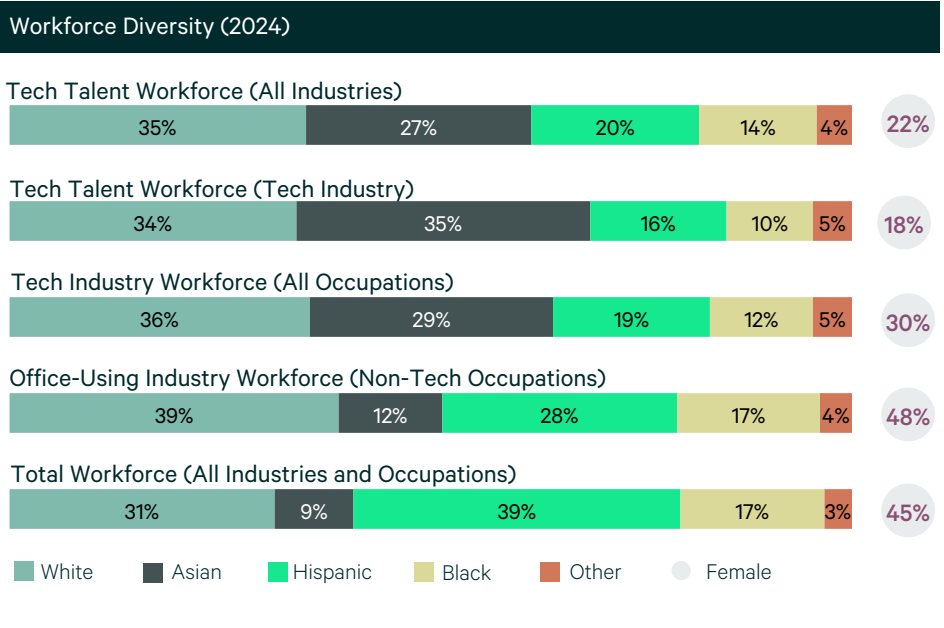
11,709

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



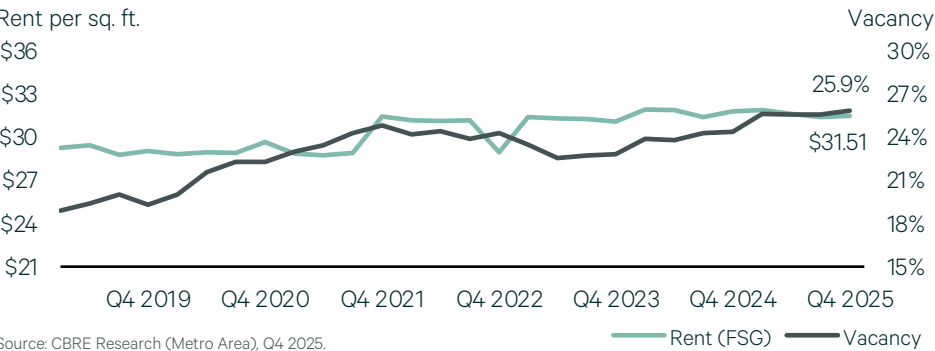
Talent Pipeline & Diversity

Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	2,287	43.1%	70.0%	30.0%
Math/Statistics	357	-25.9%	59.9%	40.1%
Other Tech Engineering	998	10.3%	75.8%	24.2%
Totals	3,642	22.0%	70.6%	29.4%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,287	23.6%	35.2%	25.0%	13.0%	3.2%
Math/Statistics	357	38.2%	22.8%	25.1%	7.7%	6.2%
Other Tech Engineering	998	25.6%	20.1%	29.5%	20.1%	4.6%
Totals	3,642	25.7%	30.3%	26.1%	14.1%	3.9%

Source: The National Center for Education Statistics (Region), 2026.

Office Rent & Vacancy Trends



33 Nashville

Score
40.79

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	49,620	33.8%	\$111,375	18.3%
Software Developers & Programmers	22,740	78.2%	\$111,261	8.1%
Computer Support, Database & Systems	19,680	5.7%	\$94,362	21.8%
Computer & Information Systems Managers	5,640	35.9%	\$174,270	19.2%
Technology Engineering-Related	1,560	0.6%	\$100,283	21.5%
Total Non-Tech Occupations	123,620	-2.2%	\$60,948	20.1%
Sales	13,460	-5.1%	\$80,569	12.8%
Administrative & Office Support	75,420	-8.7%	\$47,927	18.5%
Business Operations & Finance	26,290	13.7%	\$81,567	14.1%
Marketing	8,450	30.8%	\$81,752	29.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

50.1%

Nashville

AI Talent

Artificial Intelligence Tech Talent (2026)

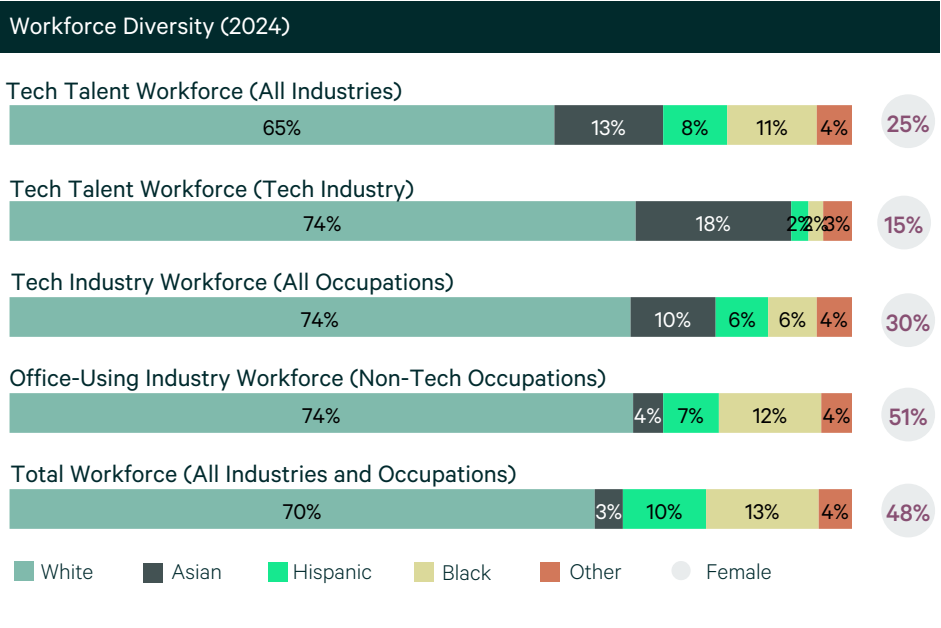
3,448

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

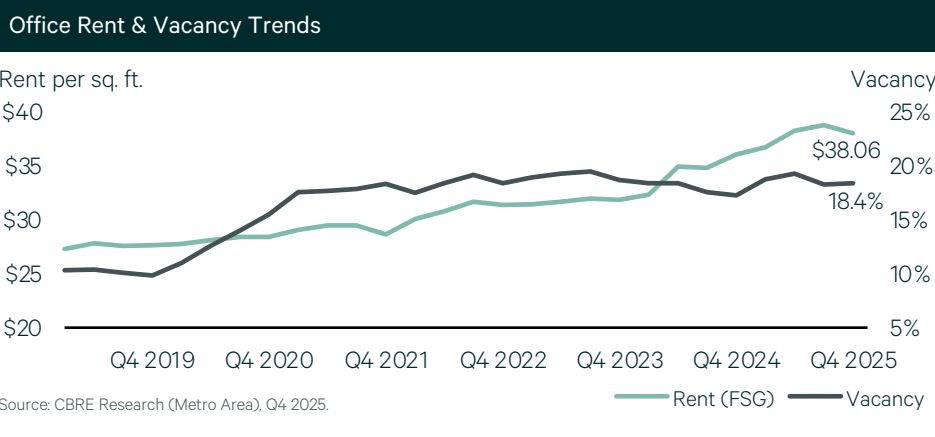


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	753	57.9%	67.5%	32.5%
Math/Statistics	390	4.0%	68.7%	31.3%
Other Tech Engineering	289	4.0%	70.6%	29.4%
Totals	1,432	26.7%	68.4%	31.6%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	753	47.2%	24.6%	9.4%	13.9%	4.9%
Math/Statistics	390	59.0%	17.4%	10.3%	6.5%	6.8%
Other Tech Engineering	289	59.7%	10.1%	10.1%	15.7%	4.4%
Totals	1,432	53.1%	19.6%	9.8%	12.3%	5.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

29

Rank

\$52M

Talent

+

\$2M

Office Rent

=

\$54.1M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,585

Per unit/month

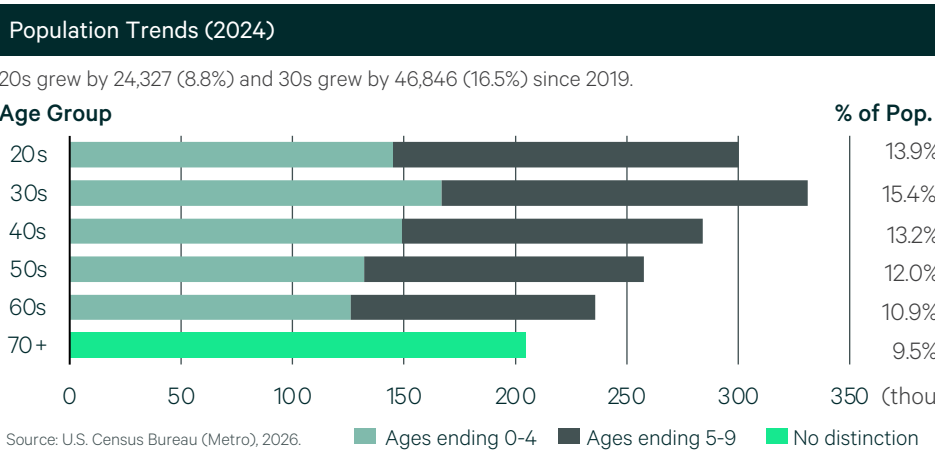
-7.3%

3-year growth

17.1%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



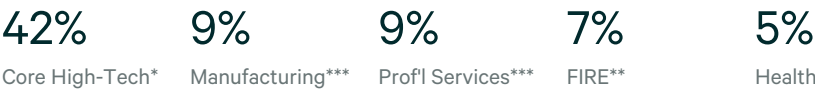
34 Portland

Score
39.61

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	63,530	-3.5%	\$134,573	19.4%
Software Developers & Programmers	24,060	1.1%	\$145,547	24.4%
Computer Support, Database & Systems	19,230	-17.0%	\$105,758	13.1%
Computer & Information Systems Managers	5,680	14.3%	\$188,960	19.5%
Technology Engineering-Related	14,560	4.9%	\$133,278	9.9%
Total Non-Tech Occupations	121,000	-10.1%	\$71,003	20.5%
Sales	11,070	-0.2%	\$96,691	8.7%
Administrative & Office Support	70,670	-18.4%	\$53,485	15.7%
Business Operations & Finance	24,990	4.0%	\$96,328	19.8%
Marketing	14,270	11.7%	\$93,483	19.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

53.8%

Portland

AI Talent

Artificial Intelligence Tech Talent (2026)

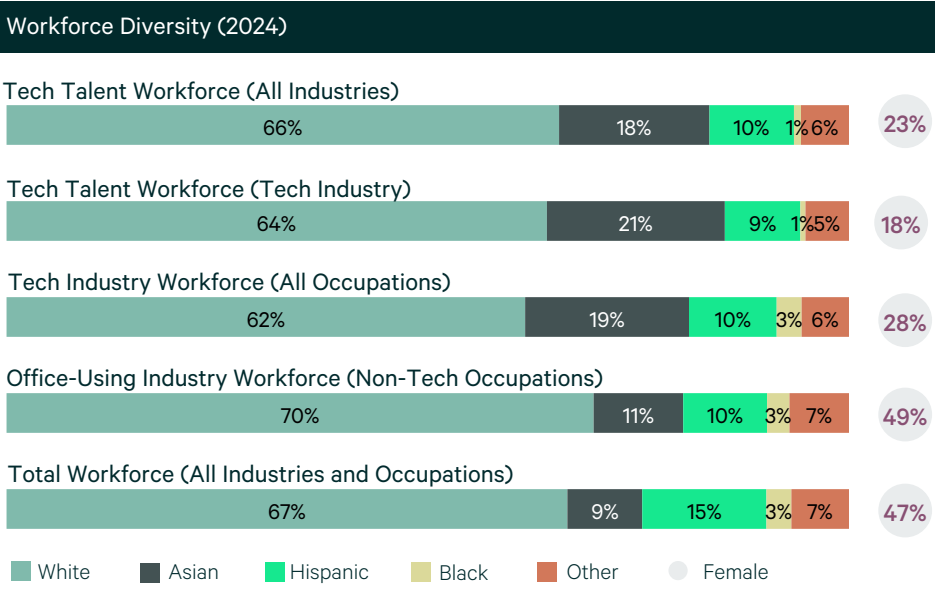
5,803

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

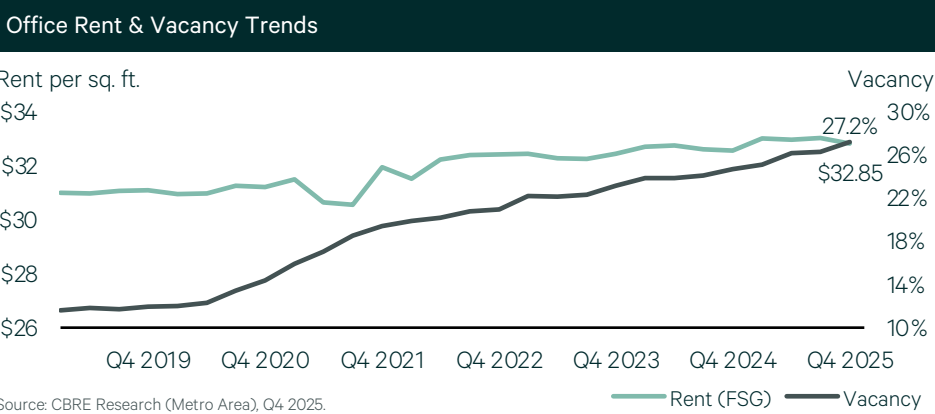


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	657	14.1%	70.8%	29.2%
Math/Statistics	187	-24.6%	52.4%	47.6%
Other Tech Engineering	257	-34.3%	76.7%	23.3%
Totals	1,101	-9.4%	69.0%	31.0%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	657	53.5%	20.4%	11.4%	5.1%	9.6%
Math/Statistics	187	70.0%	9.4%	9.4%	1.9%	9.4%
Other Tech Engineering	257	64.5%	14.5%	9.4%	3.0%	8.5%
Totals	1,101	59.7%	16.6%	10.5%	3.9%	9.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

9 Rank

\$61M Talent

+

\$2M Office Rent

=

\$62.5M Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

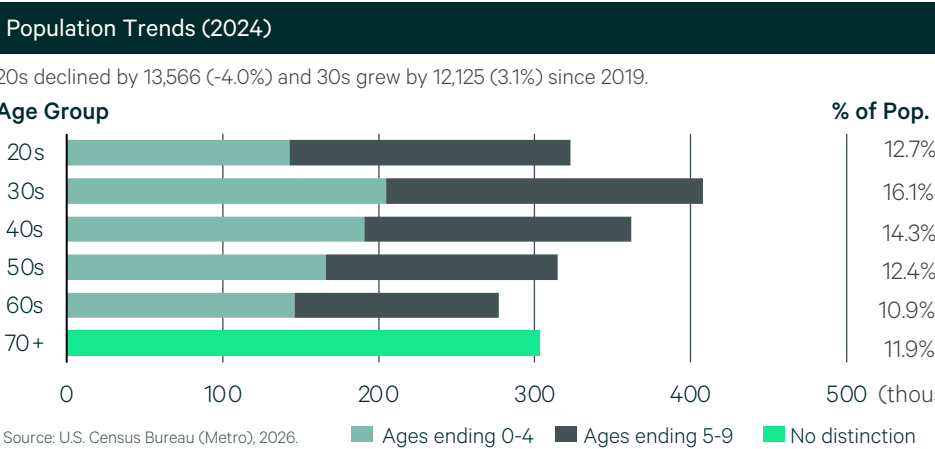
Average Apartment Rent (2025)

\$1,737 Per unit/month

-3.9% 3-year growth

15.5% Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



35 Kansas City

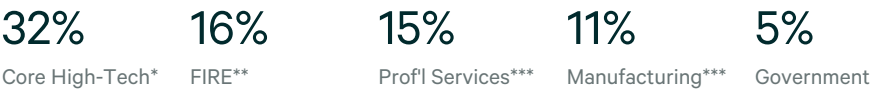
Score

38.88

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	47,360	-1.6%	\$110,078	14.4%
Software Developers & Programmers	16,180	-8.0%	\$115,879	15.3%
Computer Support, Database & Systems	22,670	-0.5%	\$94,017	11.9%
Computer & Information Systems Managers	4,710	21.4%	\$171,920	17.3%
Technology Engineering-Related	3,800	-1.8%	\$104,541	6.0%
Total Non-Tech Occupations	117,820	-5.5%	\$61,748	13.6%
Sales	12,150	-5.8%	\$88,366	6.0%
Administrative & Office Support	70,630	-7.8%	\$47,155	14.4%
Business Operations & Finance	24,450	2.1%	\$84,243	13.7%
Marketing	10,590	-5.4%	\$76,599	11.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

42.2%

Kansas City

AI Talent

Artificial Intelligence Tech Talent (2026)

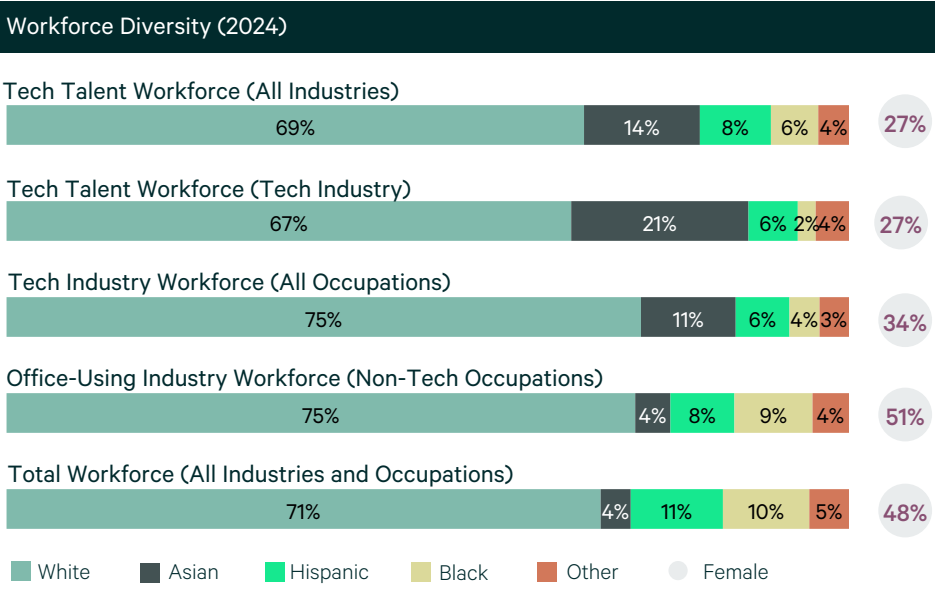
3,040

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

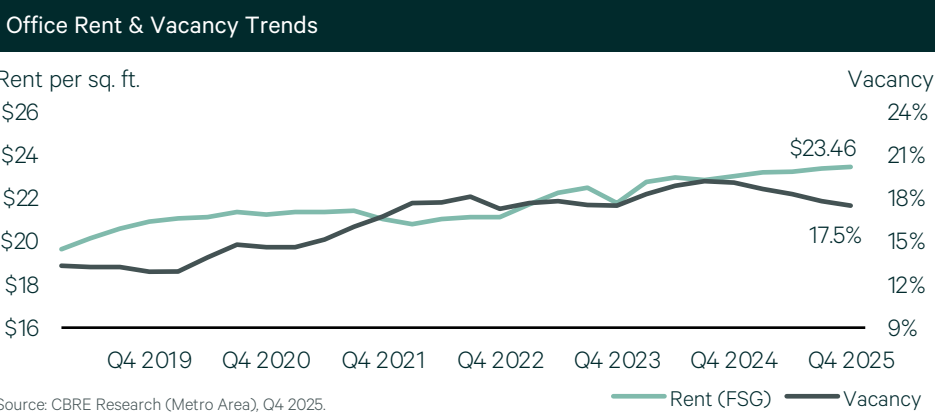


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	985	66.1%	66.8%	33.2%
Math/Statistics	72	46.9%	70.8%	29.2%
Other Tech Engineering	59	-52.8%	86.4%	13.6%
Totals	1,116	45.5%	68.1%	31.9%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	985	46.6%	22.9%	13.2%	11.4%	5.9%
Math/Statistics	72	85.7%	4.8%	4.8%	2.4%	2.4%
Other Tech Engineering	59	72.7%	7.3%	10.9%	5.5%	3.6%
Totals	1,116	53.7%	19.2%	12.1%	9.8%	5.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

35

Rank

\$51M

Talent

+

\$1M

Office Rent

=

\$52.8M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,392

Per unit/month

7.5%

3-year growth

15.2%

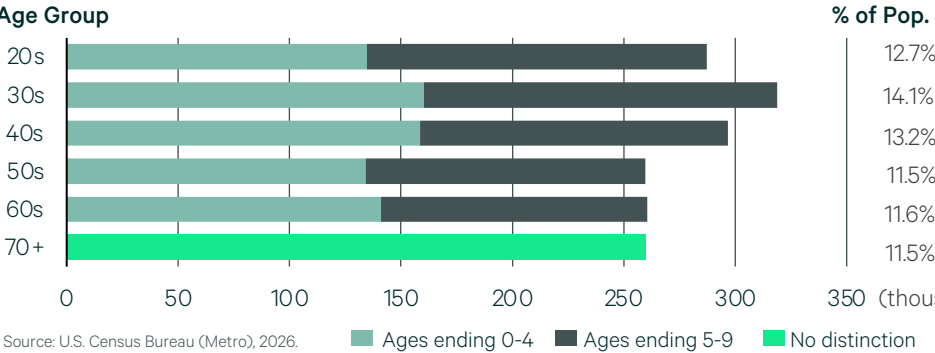
Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)

Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)

20s grew by 6,931 (2.5%) and 30s grew by 15,636 (5.2%) since 2019.



36 St. Louis

Score

38.26

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	51,890	-3.2%	\$111,733	12.1%
Software Developers & Programmers	15,620	-11.4%	\$116,545	16.8%
Computer Support, Database & Systems	27,120	0.0%	\$96,577	6.3%
Computer & Information Systems Managers	6,160	40.0%	\$166,380	11.7%
Technology Engineering-Related	2,990	-32.5%	\$111,476	6.9%
Total Non-Tech Occupations	135,760	-8.1%	\$59,827	11.5%
Sales	11,030	10.0%	\$80,190	7.0%
Administrative & Office Support	88,130	-8.9%	\$47,739	12.8%
Business Operations & Finance	25,620	-11.4%	\$85,627	13.0%
Marketing	10,980	-8.8%	\$76,194	2.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

31.2%

St. Louis

AI Talent

Artificial Intelligence Tech Talent (2026)

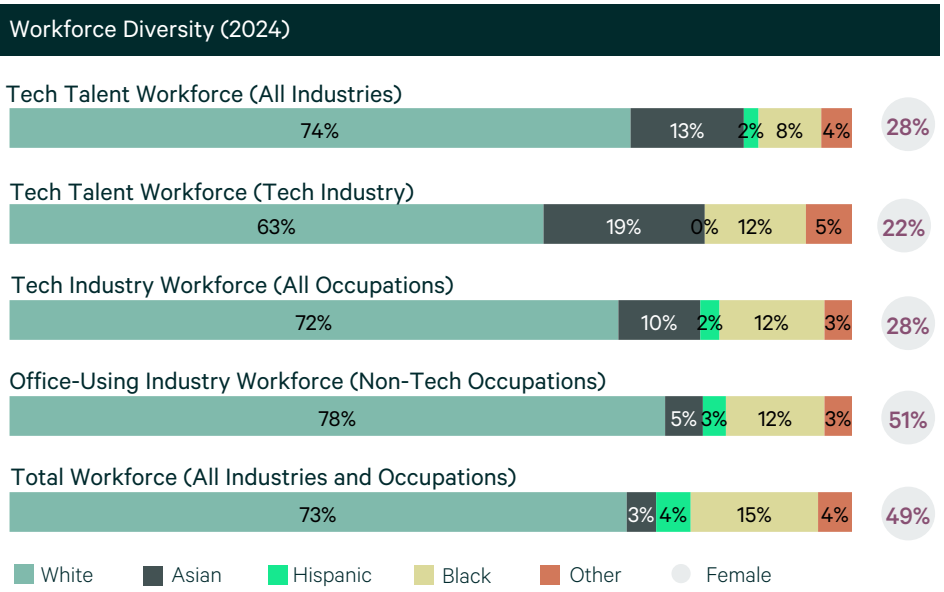
4,000

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

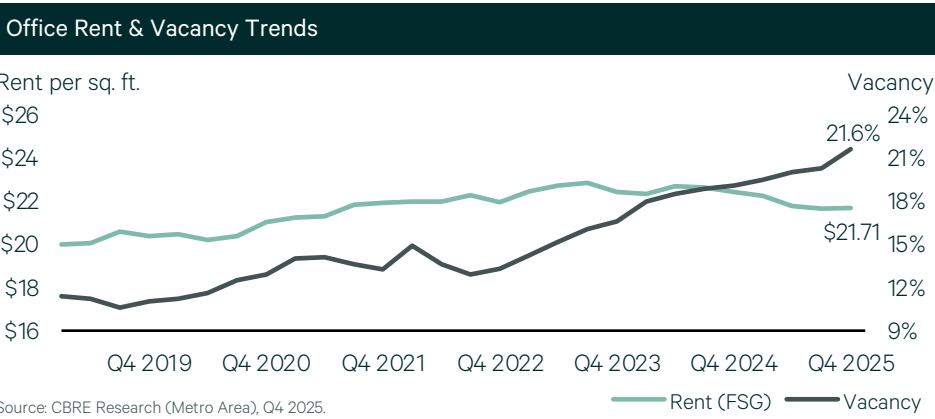
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		2,173	120.2%		68.5%	31.5%
Math/Statistics		542	39.7%		65.7%	34.3%
Other Tech Engineering		821	4.9%		77.2%	22.8%
Totals		3,536	63.9%		70.1%	29.9%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	2,173	61.5%	15.9%	7.4%	10.3%	4.9%
Math/Statistics	542	68.1%	15.9%	6.3%	5.3%	4.3%
Other Tech Engineering	821	69.7%	8.5%	10.5%	6.7%	4.6%
Totals	3,536	64.9%	13.6%	8.2%	8.5%	4.8%

Source: The National Center for Education Statistics (Region), 2026.



37 Quebec City

Score
35.66

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	37,200	0.0%	\$99,674	11.8%
Software Developers & Programmers	11,100	-8.3%	\$96,221	4.1%
Computer Support, Database & Systems	16,400	-4.7%	\$96,158	12.3%
Computer & Information Systems Managers	3,500	150.0%	\$141,606	N/A
Technology Engineering-Related	6,200	-4.6%	\$91,728	10.9%
Total Non-Tech Occupations	62,800	1.0%	\$72,613	12.9%
Sales	7,600	49.0%	\$72,176	0.6%
Administrative & Office Support	22,400	-11.1%	\$59,010	10.8%
Business Operations & Finance	25,200	7.2%	\$82,680	16.7%
Marketing	7,600	-9.5%	\$79,664	6.6%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

52.5%

Quebec City, QC

AI Talent

Artificial Intelligence Tech Talent (2026)

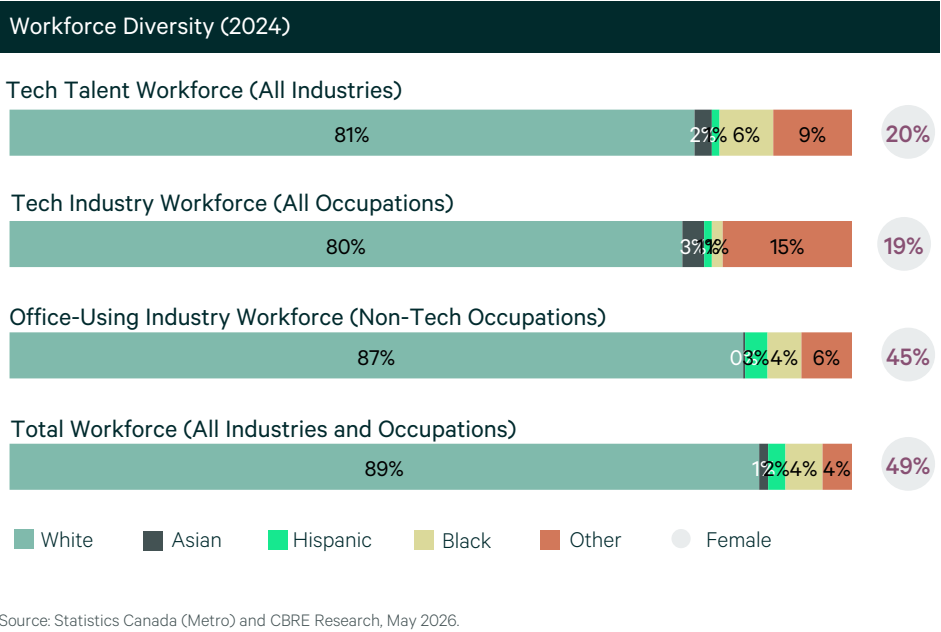
1,177

Canada

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

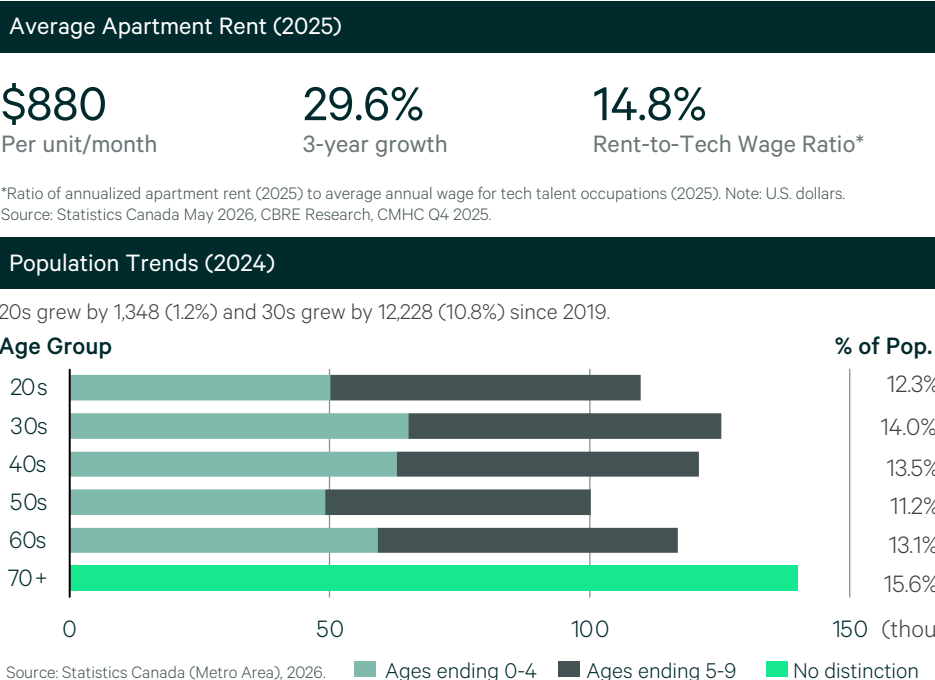
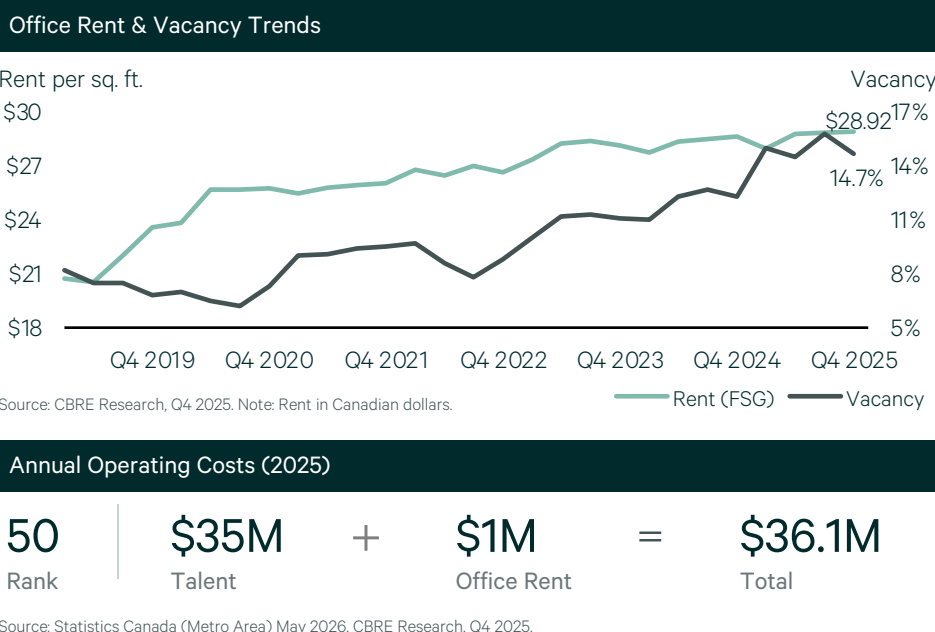
Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

Source: Statistics Canada, CBRE Research, May 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	305	50.2%	82.6%	17.4%
Math/Statistics	47	27.0%	57.4%	42.6%
Other Tech Engineering	221	5.7%	80.1%	19.9%
Totals	573	27.6%	79.6%	20.4%

Source: Various Canadian Ministries of Education, 2026.



38 Columbus

Score
34.63

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	45,290	-8.7%	\$110,568	12.7%
Software Developers & Programmers	14,880	-19.0%	\$115,582	10.5%
Computer Support, Database & Systems	23,220	-6.5%	\$97,042	11.9%
Computer & Information Systems Managers	4,630	29.3%	\$170,445	13.3%
Technology Engineering-Related	2,560	-9.5%	\$95,809	7.4%
Total Non-Tech Occupations	127,480	-7.0%	\$57,799	14.4%
Sales	11,170	5.0%	\$77,790	5.4%
Administrative & Office Support	76,910	-13.9%	\$43,220	12.0%
Business Operations & Finance	29,510	10.3%	\$82,236	11.9%
Marketing	9,890	-3.9%	\$75,678	7.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

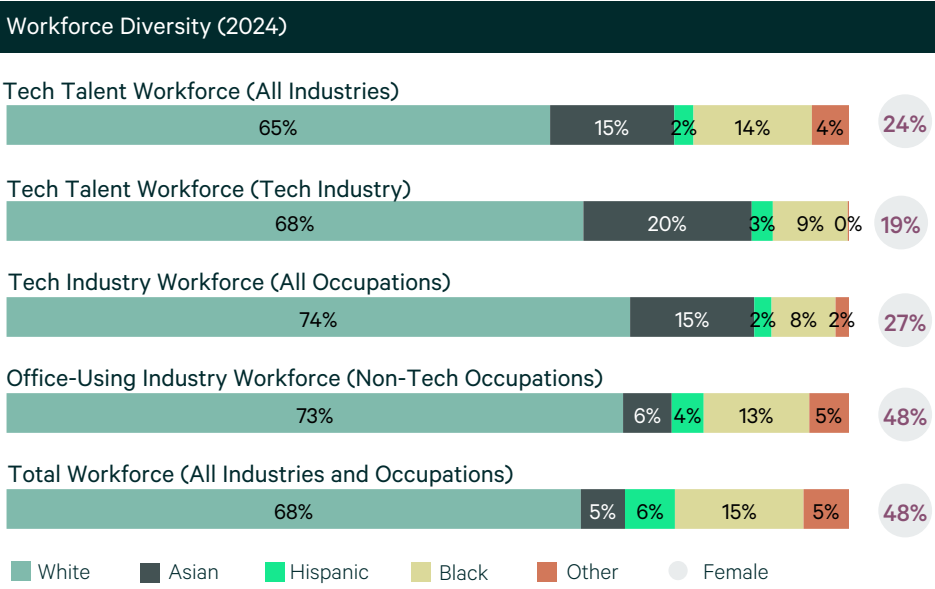
Top 5 Industries for Tech Talent Workforce (2024)

31%	23%	9%	5%	5%
Core High-Tech*	FIRE**	Profl Services***	Health	Manufacturing***

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
37.8% Columbus	48.2% U.S.
	4,401
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

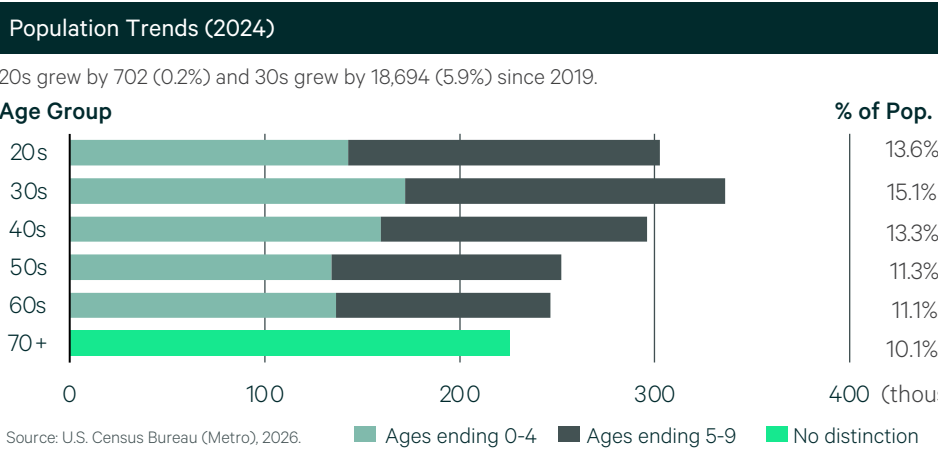
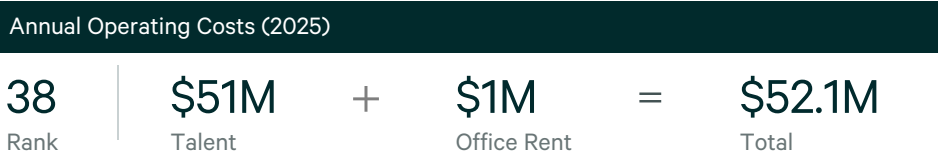
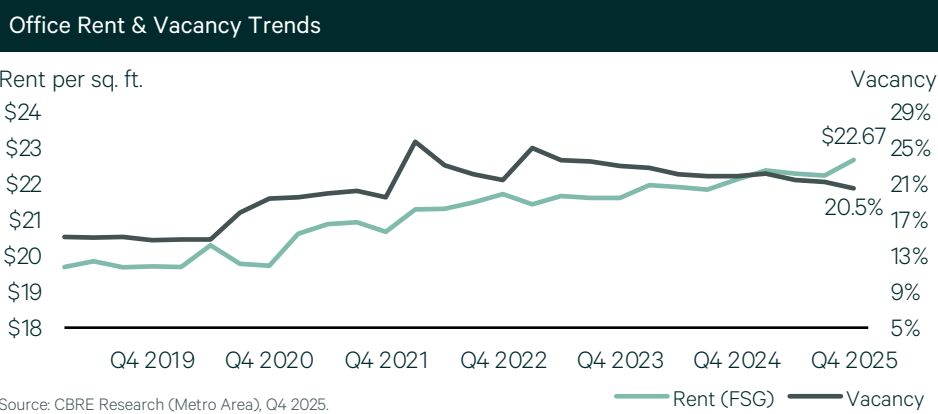


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	902	11.2%	79.0%	21.0%
Math/Statistics	412	-21.4%	62.4%	37.6%
Other Tech Engineering	1,115	-4.5%	79.3%	20.7%
Totals	2,429	-2.9%	76.3%	23.7%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	902	61.7%	19.1%	4.9%	8.3%	6.1%
Math/Statistics	412	74.4%	13.2%	5.7%	3.1%	3.5%
Other Tech Engineering	1,115	72.8%	12.0%	6.1%	5.4%	3.6%
Totals	2,429	68.8%	14.9%	5.6%	6.2%	4.5%

Source: The National Center for Education Statistics (Region), 2026.



39 Jacksonville

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	28,140	23.2%	\$114,159	16.1%
Software Developers & Programmers	10,000	30.7%	\$123,076	17.8%
Computer Support, Database & Systems	13,540	12.5%	\$95,319	9.0%
Computer & Information Systems Managers	3,000	64.8%	\$173,190	15.4%
Technology Engineering-Related	1,600	20.3%	\$107,183	17.5%
Total Non-Tech Occupations	86,930	-7.4%	\$60,790	19.6%
Sales	9,580	18.7%	\$77,505	8.2%
Administrative & Office Support	53,280	-16.3%	\$46,952	16.3%
Business Operations & Finance	17,610	9.0%	\$86,389	15.2%
Marketing	6,460	8.6%	\$80,343	16.2%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

41.2%

Jacksonville

AI Talent

Artificial Intelligence Tech Talent (2026)

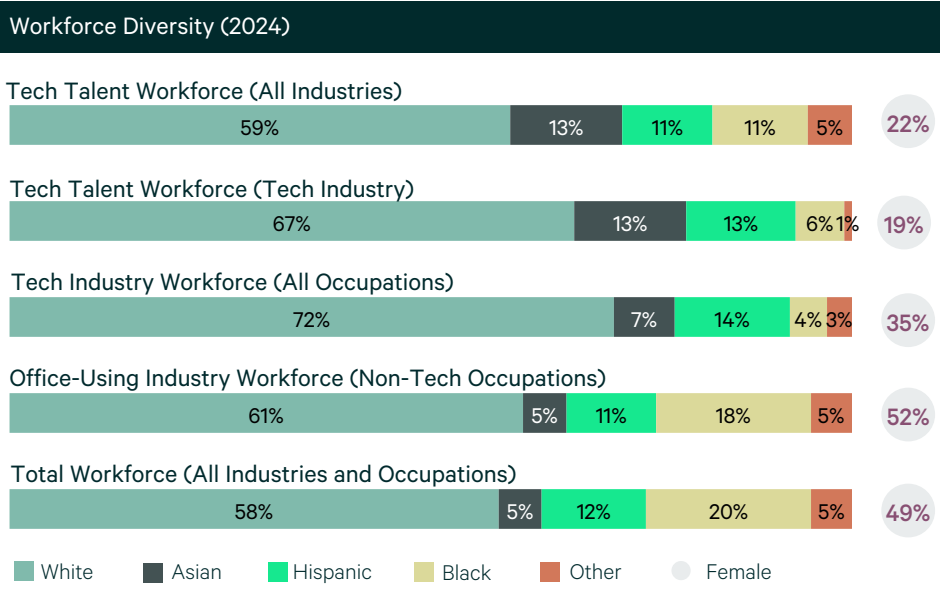
2,035

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

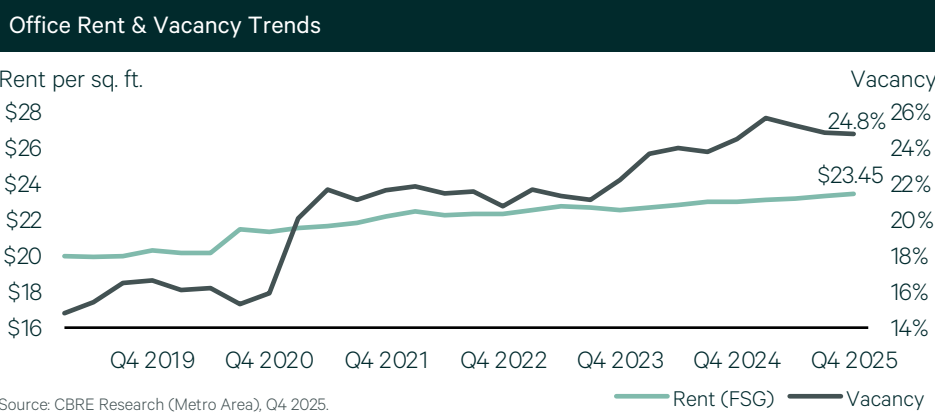
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		240	-13.0%		72.9%	27.1%
Math/Statistics		40	-32.2%		65.0%	35.0%
Other Tech Engineering		91	-32.6%		82.4%	17.6%
Totals		371	-21.1%		74.4%	25.6%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	240	57.3%	4.9%	16.4%	11.6%	9.8%
Math/Statistics	40	71.1%	2.6%	10.5%	15.8%	0.0%
Other Tech Engineering	91	76.7%	11.6%	8.1%	1.2%	2.3%
Totals	371	63.6%	6.3%	13.8%	9.5%	6.9%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

31

Rank

\$52M

Talent

+

\$1M

Office Rent

=

\$53.8M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,437

Per unit/month

-10.0%

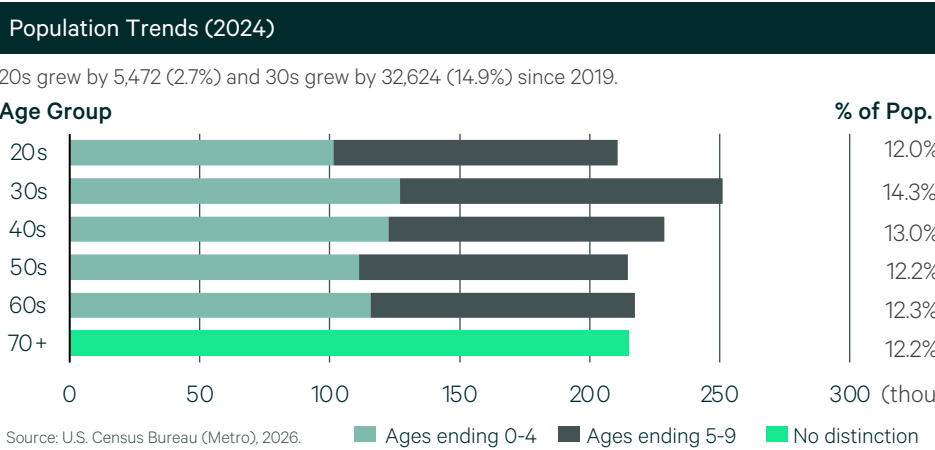
3-year growth

15.1%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)

Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



40 Indianapolis

Score
33.52

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	36,350	8.0%	\$104,564	14.6%
Software Developers & Programmers	11,350	15.0%	\$108,056	11.1%
Computer Support, Database & Systems	18,750	0.3%	\$91,820	13.4%
Computer & Information Systems Managers	3,880	14.8%	\$157,320	19.6%
Technology Engineering-Related	2,370	38.6%	\$102,296	14.7%
Total Non-Tech Occupations	111,260	-7.0%	\$60,997	12.9%
Sales	12,550	11.8%	\$83,591	3.7%
Administrative & Office Support	64,300	-15.8%	\$46,945	12.3%
Business Operations & Finance	24,810	8.9%	\$80,928	5.8%
Marketing	9,600	3.3%	\$74,067	9.7%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

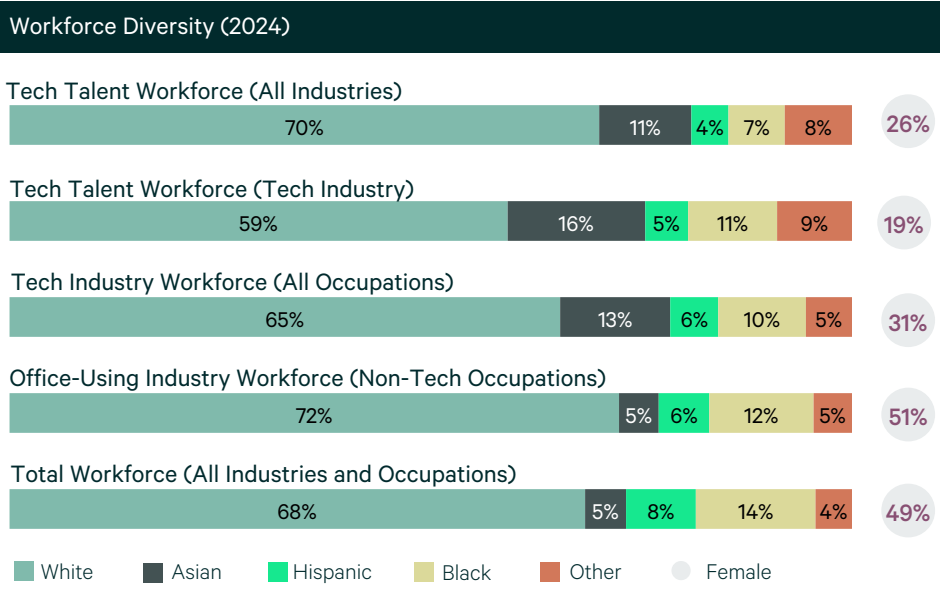
Top 5 Industries for Tech Talent Workforce (2024)

33%	11%	11%	8%	8%
Core High-Tech*	Manufacturing***	FIRE**	Prof'l Services***	Education

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
49.2% Indianapolis	48.2% U.S.
	3,182
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

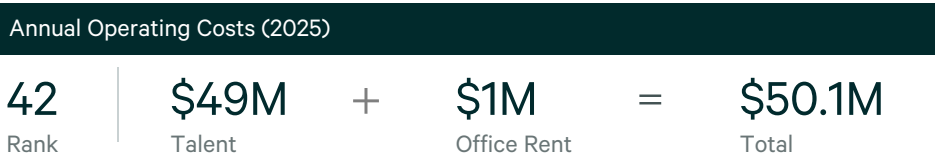
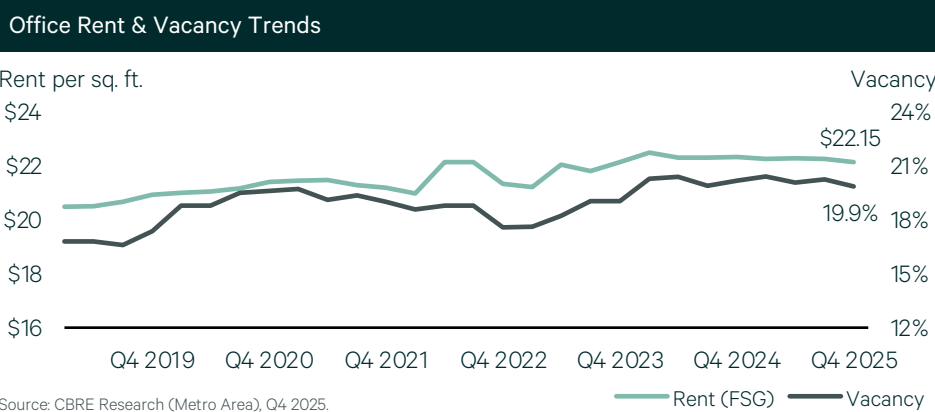


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	545	37.3%	73.2%	26.8%
Math/Statistics	78	-26.4%	59.0%	41.0%
Other Tech Engineering	420	-1.2%	75.0%	25.0%
Totals	1,043	12.4%	72.9%	27.1%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	545	65.6%	13.0%	7.1%	9.1%	5.2%
Math/Statistics	78	75.0%	5.9%	10.3%	2.9%	5.9%
Other Tech Engineering	420	73.4%	7.5%	8.3%	6.7%	4.0%
Totals	1,043	69.7%	10.0%	8.0%	7.5%	4.8%

Source: The National Center for Education Statistics (Region), 2026.



Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

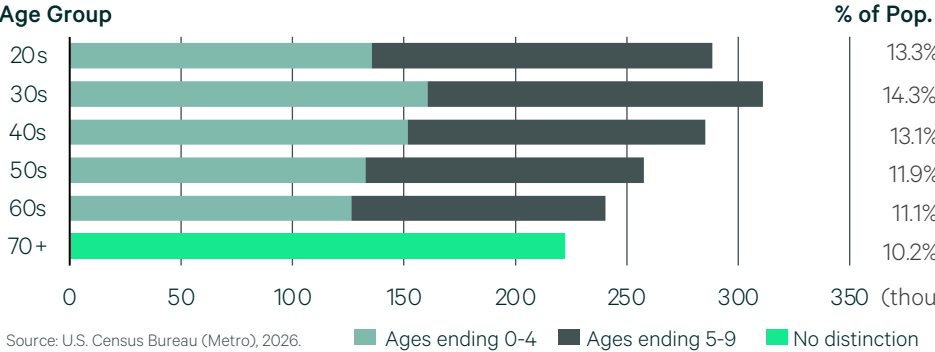
Average Apartment Rent (2025)

\$1,315	4.8%	15.1%
Per unit/month	3-year growth	Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)

20s grew by 6,723 (2.4%) and 30s grew by 16,860 (5.7%) since 2019.



41 Sacramento

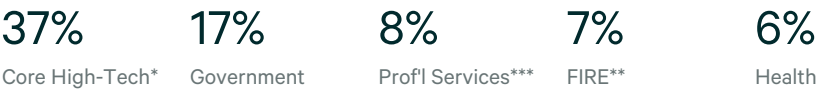
Score

33.30

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	42,970	8.4%	\$126,021	12.7%
Software Developers & Programmers	12,350	19.2%	\$137,013	10.5%
Computer Support, Database & Systems	23,540	2.8%	\$109,813	11.4%
Computer & Information Systems Managers	4,070	16.0%	\$183,690	10.0%
Technology Engineering-Related	3,010	4.9%	\$129,706	22.2%
Total Non-Tech Occupations	102,790	-1.2%	\$69,518	14.5%
Sales	8,090	8.0%	\$86,592	-1.6%
Administrative & Office Support	61,900	-6.7%	\$55,089	15.1%
Business Operations & Finance	24,790	13.3%	\$93,613	11.1%
Marketing	8,010	-3.7%	\$89,215	15.8%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

51.4%

Sacramento

AI Talent

Artificial Intelligence Tech Talent (2026)

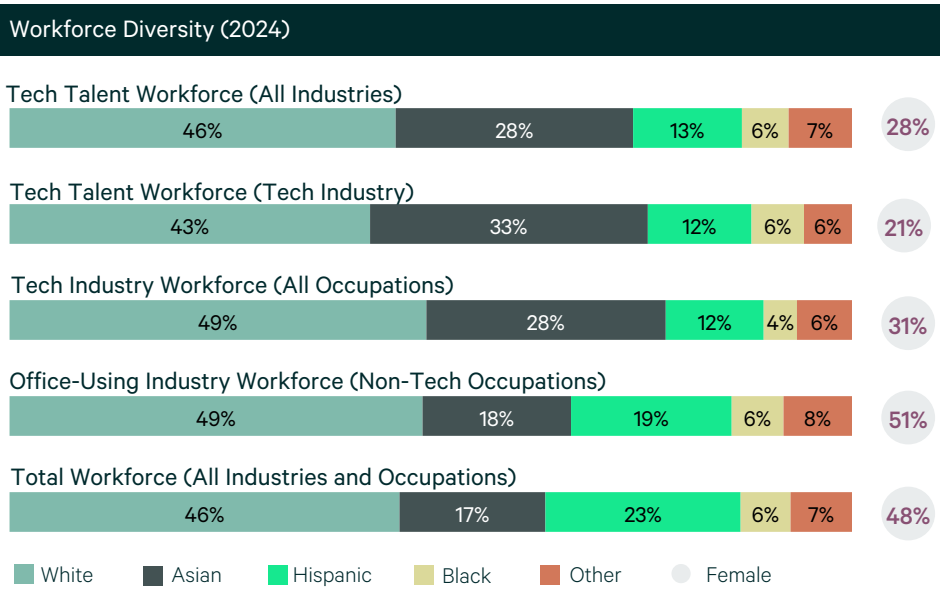
3,120

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

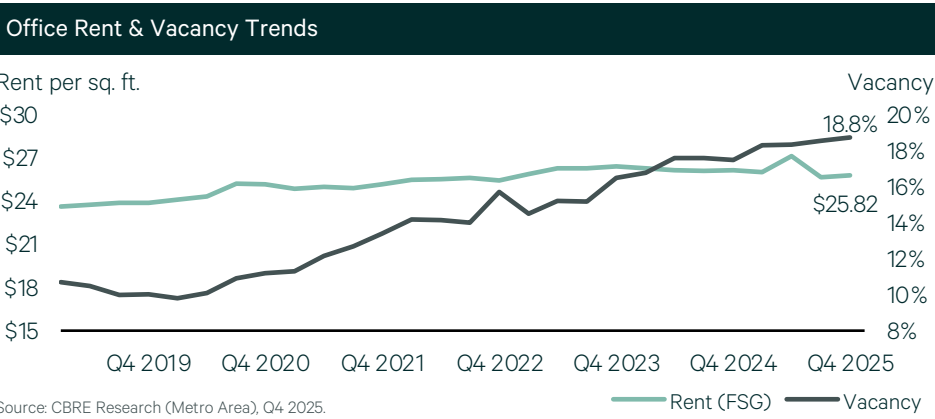


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,130	19.5%	81.2%	18.8%
Math/Statistics	553	-11.0%	65.6%	34.4%
Other Tech Engineering	775	-18.2%	79.7%	20.3%
Totals	2,458	-2.2%	77.2%	22.8%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,130	25.3%	52.9%	12.6%	1.7%	7.5%
Math/Statistics	553	26.9%	44.2%	19.6%	1.3%	8.0%
Other Tech Engineering	775	34.1%	29.0%	28.8%	1.5%	6.6%
Totals	2,458	28.6%	43.1%	19.5%	1.5%	7.3%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

17

Rank

\$58M

Talent

+

\$2M

Office Rent

=

\$59.2M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,975

Per unit/month

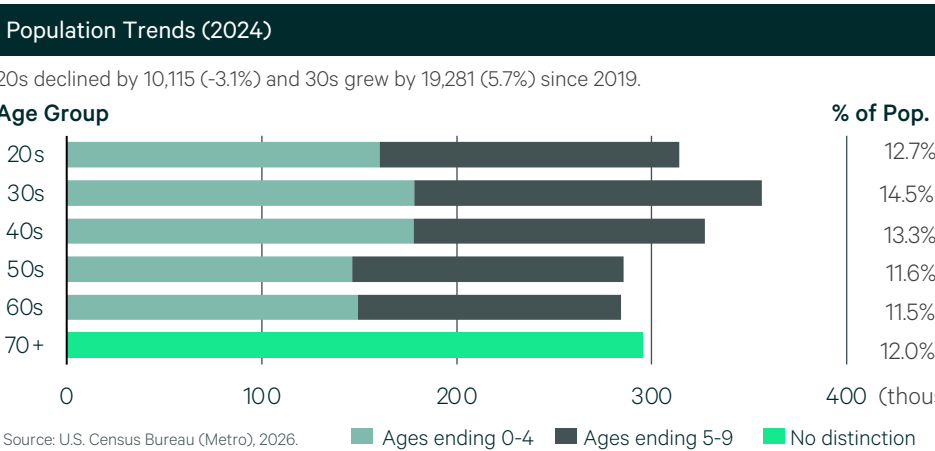
-1.4%

3-year growth

18.8%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



42 Edmonton

Score

32.76

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	31,200	1.3%	\$102,482	13.8%
Software Developers & Programmers	9,400	-19.7%	\$113,922	23.9%
Computer Support, Database & Systems	13,500	12.5%	\$91,666	2.8%
Computer & Information Systems Managers	2,000	33.3%	\$138,382	N/A
Technology Engineering-Related	6,300	12.5%	\$97,261	20.7%
Total Non-Tech Occupations	98,700	2.9%	\$73,382	12.5%
Sales	15,200	0.7%	\$82,555	11.9%
Administrative & Office Support	49,500	8.3%	\$61,360	9.0%
Business Operations & Finance	26,500	9.5%	\$87,464	15.7%
Marketing	7,500	-31.2%	\$84,261	23.8%

Note: Wages in Canadian dollars.
*2025; ** 2022-2025; Source: Statistics Canada (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2025)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: Statistics Canada and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

41.4%

Edmonton

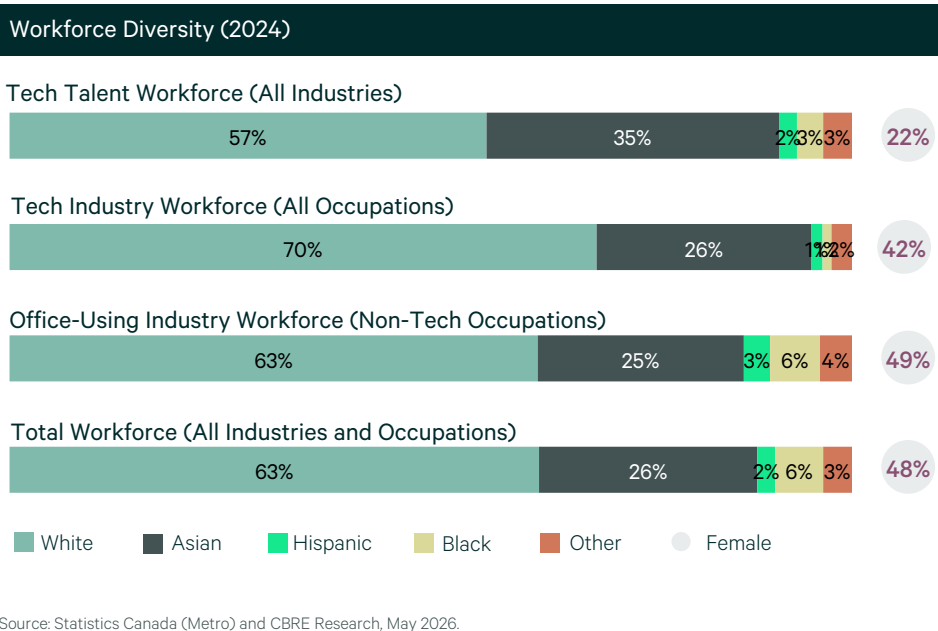
AI Talent

Artificial Intelligence Tech Talent (2026)

2,187

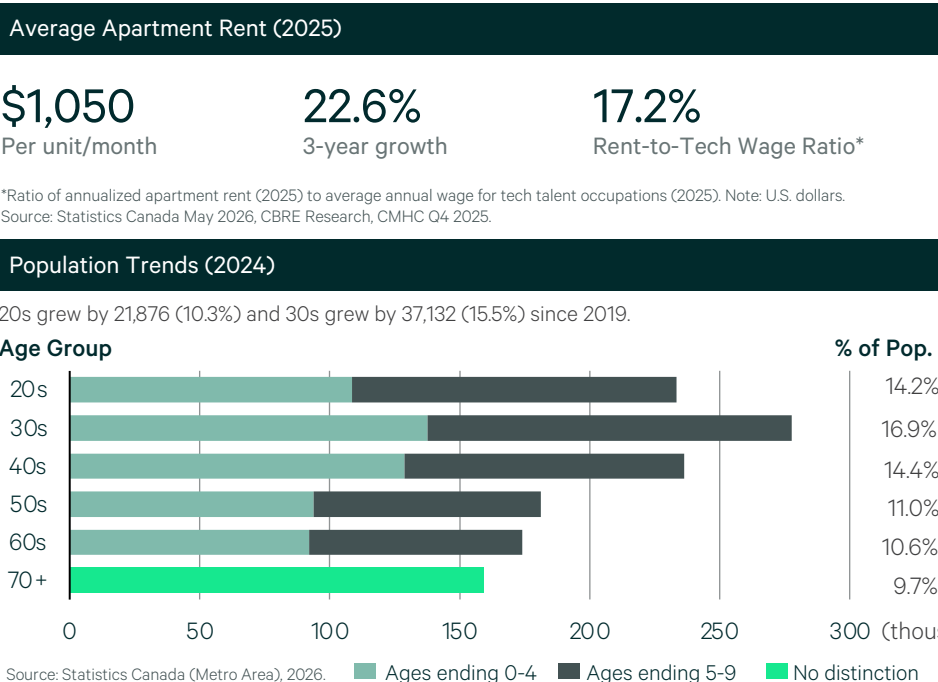
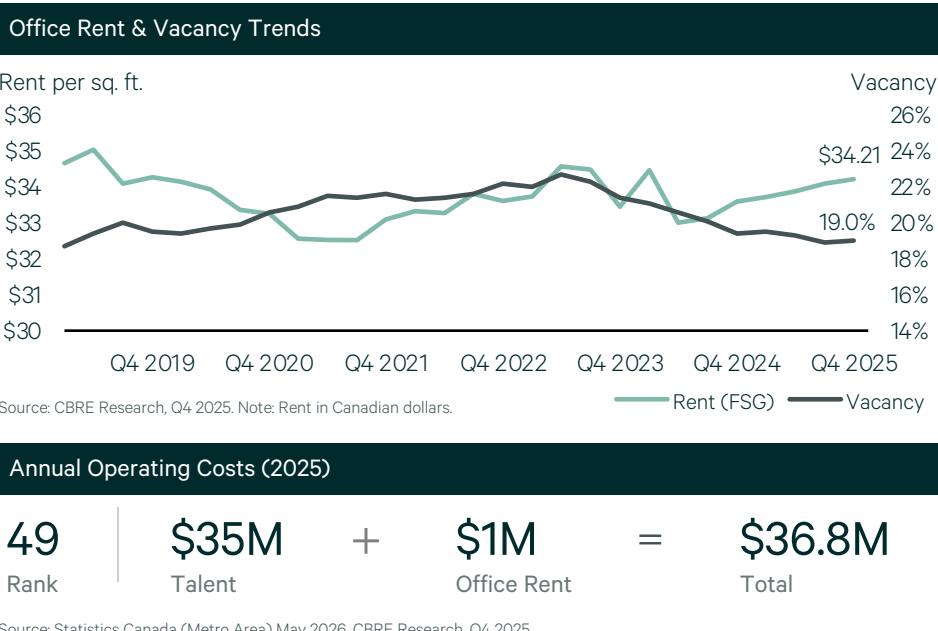
Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	979	30.0%	79.6%	20.4%
Math/Statistics	174	8.1%	66.7%	33.3%
Other Tech Engineering	640	10.7%	78.1%	21.9%
Totals	1,793	20.2%	77.8%	22.2%

Source: Various Canadian Ministries of Education, 2026.



43 San Antonio

Score
32.24

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	36,990	14.7%	\$113,340	17.5%
Software Developers & Programmers	11,770	48.4%	\$122,666	18.0%
Computer Support, Database & Systems	18,530	-1.7%	\$97,016	13.3%
Computer & Information Systems Managers	4,090	22.8%	\$166,630	13.7%
Technology Engineering-Related	2,600	21.5%	\$103,635	20.5%
Total Non-Tech Occupations	129,720	5.6%	\$54,350	12.4%
Sales	12,010	23.1%	\$72,497	9.2%
Administrative & Office Support	87,590	2.3%	\$43,669	12.2%
Business Operations & Finance	23,140	11.3%	\$79,683	7.8%
Marketing	6,980	5.0%	\$73,168	15.0%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

43.3%

San Antonio

AI Talent

Artificial Intelligence Tech Talent (2026)

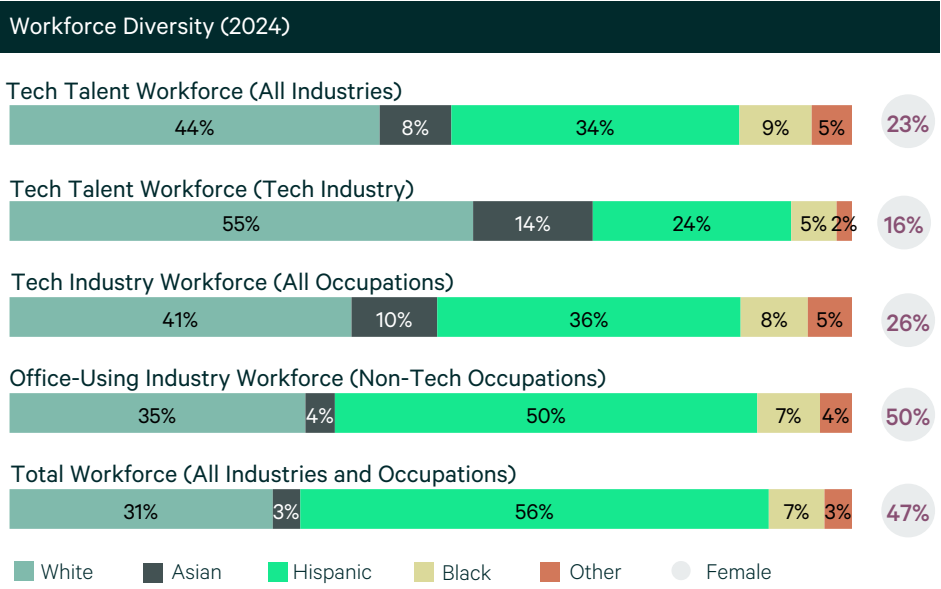
2,887

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

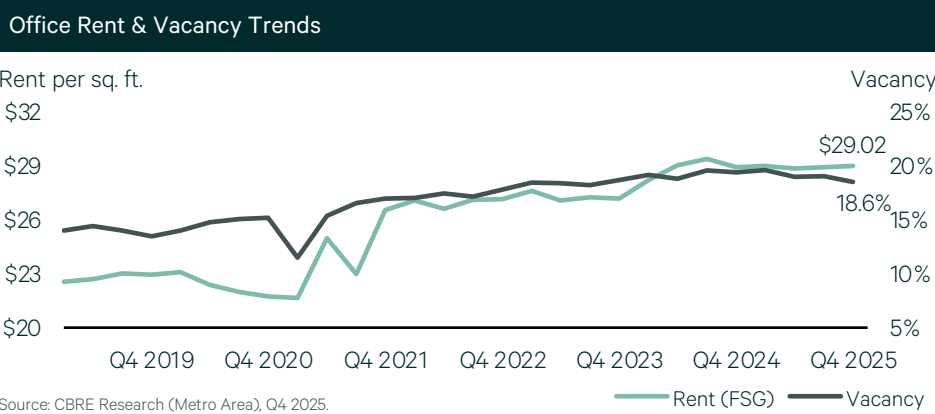


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,240	41.7%	75.8%	24.2%
Math/Statistics	160	-1.8%	55.6%	44.4%
Other Tech Engineering	316	-21.0%	79.4%	20.6%
Totals	1,716	19.3%	74.6%	25.4%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,240	27.0%	11.1%	48.2%	9.5%	4.1%
Math/Statistics	160	34.8%	5.7%	48.2%	5.7%	5.7%
Other Tech Engineering	316	35.5%	8.2%	48.4%	3.9%	3.9%
Totals	1,716	29.3%	10.1%	48.2%	8.2%	4.2%

Source: The National Center for Education Statistics (Region), 2026.



Source: CBRE Research (Metro Area), Q4 2025.

Annual Operating Costs (2025)

37

Rank

\$51M

Talent

+

\$2M

Office Rent

=

\$52.4M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

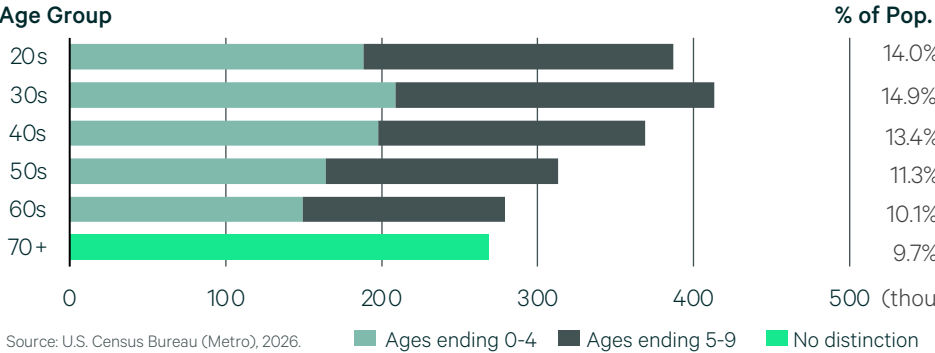
Average Apartment Rent (2025)



*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.

Population Trends (2024)

20s grew by 15,280 (4.1%) and 30s grew by 39,593 (10.6%) since 2019.



Source: U.S. Census Bureau (Metro), 2026.

44

Cleveland

Score

30.96

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	35,160	1.6%	\$107,205	8.5%
Software Developers & Programmers	12,250	0.2%	\$110,370	4.1%
Computer Support, Database & Systems	16,270	-6.9%	\$91,542	6.2%
Computer & Information Systems Managers	4,430	77.2%	\$160,800	1.2%
Technology Engineering-Related	2,210	-8.7%	\$97,538	7.4%
Total Non-Tech Occupations	104,300	-5.2%	\$59,221	9.0%
Sales	9,450	6.4%	\$72,108	-3.2%
Administrative & Office Support	64,480	-7.5%	\$47,007	11.6%
Business Operations & Finance	22,320	-1.4%	\$84,206	7.4%
Marketing	8,050	-8.2%	\$72,651	5.3%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

32.6%

Cleveland

AI Talent

Artificial Intelligence Tech Talent (2026)

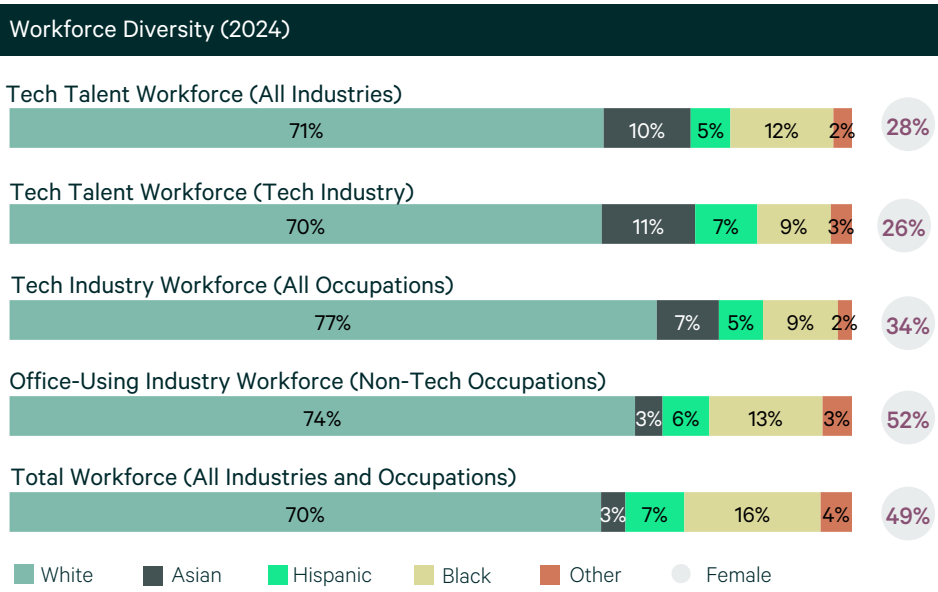
2,818

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

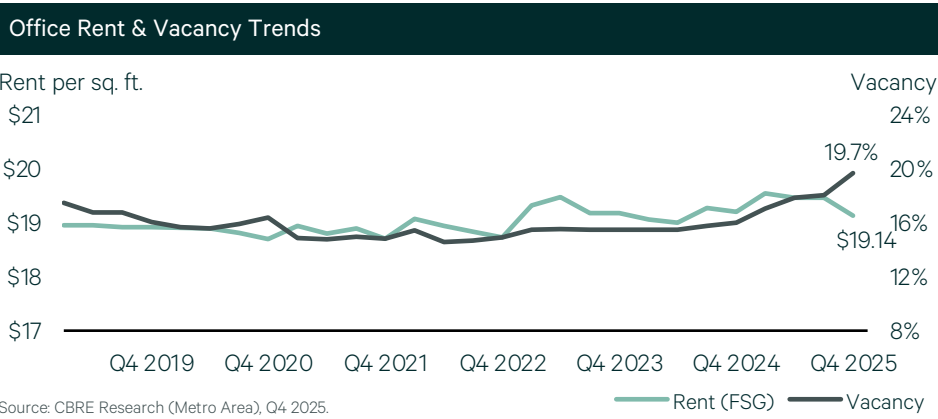
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		896	61.4%		75.0%	25.0%
Math/Statistics		125	-19.4%		58.4%	41.6%
Other Tech Engineering		503	-1.0%		84.3%	15.7%
Totals		1,524	25.1%		76.7%	23.3%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	896	62.4%	18.9%	7.5%	4.5%	6.7%
Math/Statistics	125	72.4%	17.1%	0.0%	6.6%	3.9%
Other Tech Engineering	503	72.8%	9.4%	9.4%	4.1%	4.4%
Totals	1,524	67.8%	14.7%	7.5%	4.5%	5.4%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

41

Rank

\$49M

Talent

+

\$1M

Office Rent

=

\$50.6M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,385

Per unit/month

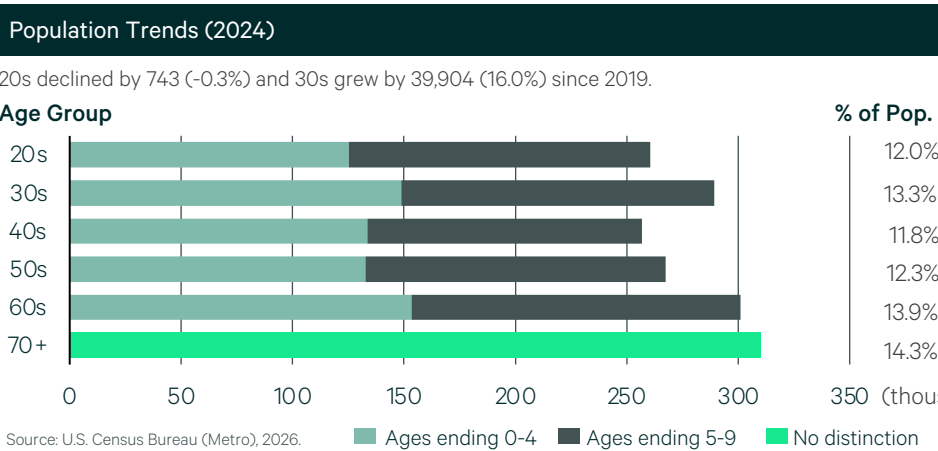
7.0%

3-year growth

15.5%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



45 Cincinnati

Score
30.11

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	37,770	-0.3%	\$112,746	15.7%
Software Developers & Programmers	13,760	6.4%	\$116,561	14.0%
Computer Support, Database & Systems	17,590	-9.2%	\$96,276	10.4%
Computer & Information Systems Managers	3,920	49.6%	\$178,290	13.1%
Technology Engineering-Related	2,500	-15.5%	\$104,862	16.0%
Total Non-Tech Occupations	113,050	-4.1%	\$61,654	14.7%
Sales	11,820	12.5%	\$78,330	-0.6%
Administrative & Office Support	66,900	-10.9%	\$47,550	14.5%
Business Operations & Finance	24,050	8.9%	\$84,730	12.8%
Marketing	10,280	1.3%	\$80,284	12.3%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

45.2%

Cincinnati

AI Talent

Artificial Intelligence Tech Talent (2026)

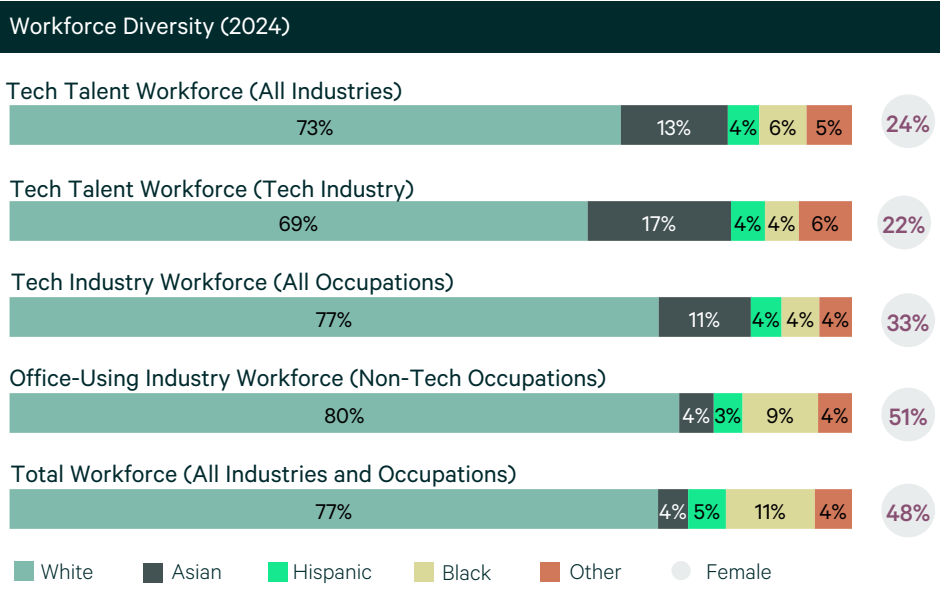
3,024

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

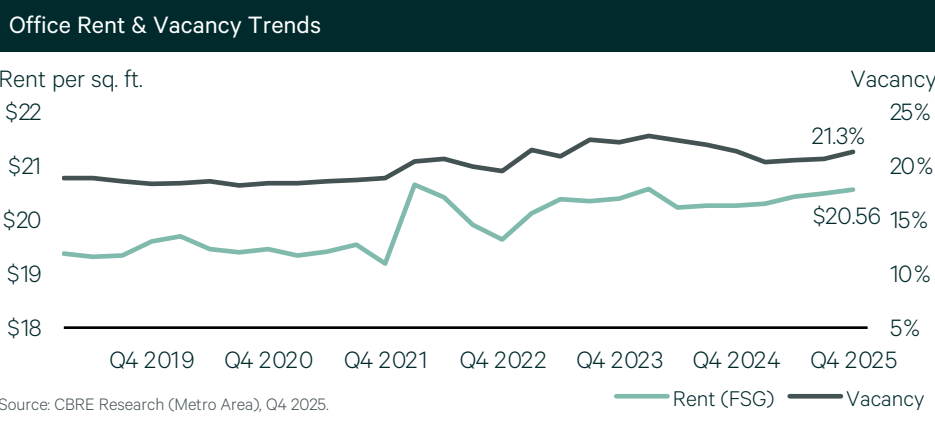
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		1,105	30.8%		76.4%	23.6%
Math/Statistics		295	0.7%		55.9%	44.1%
Other Tech Engineering		695	-11.6%		81.3%	18.7%
Totals		2,095	8.9%		75.1%	24.9%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,105	74.4%	8.7%	5.2%	6.8%	4.9%
Math/Statistics	295	75.1%	5.5%	7.0%	3.5%	9.0%
Other Tech Engineering	695	82.6%	6.8%	4.1%	2.9%	3.7%
Totals	2,095	77.4%	7.6%	5.0%	5.0%	5.0%

Source: The National Center for Education Statistics (Region), 2026.



46 Hartford

Score
27.30

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	24,570	0.7%	\$124,963	13.0%
Software Developers & Programmers	8,540	-8.7%	\$129,650	17.6%
Computer Support, Database & Systems	10,030	-1.2%	\$103,453	7.2%
Computer & Information Systems Managers	4,200	14.1%	\$174,910	13.5%
Technology Engineering-Related	1,800	47.5%	\$106,036	7.4%
Total Non-Tech Occupations	62,230	2.3%	\$68,141	16.8%
Sales	5,210	45.9%	\$92,829	23.6%
Administrative & Office Support	38,130	-5.3%	\$52,062	10.3%
Business Operations & Finance	14,600	10.3%	\$95,762	15.4%
Marketing	4,290	13.5%	\$87,077	16.4%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

30%
Core High-Tech*

23%
FIRE**

13%
Manufacturing***

7%
Prof'l Services***

7%
Education

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

36.9%
Hartford

AI Talent

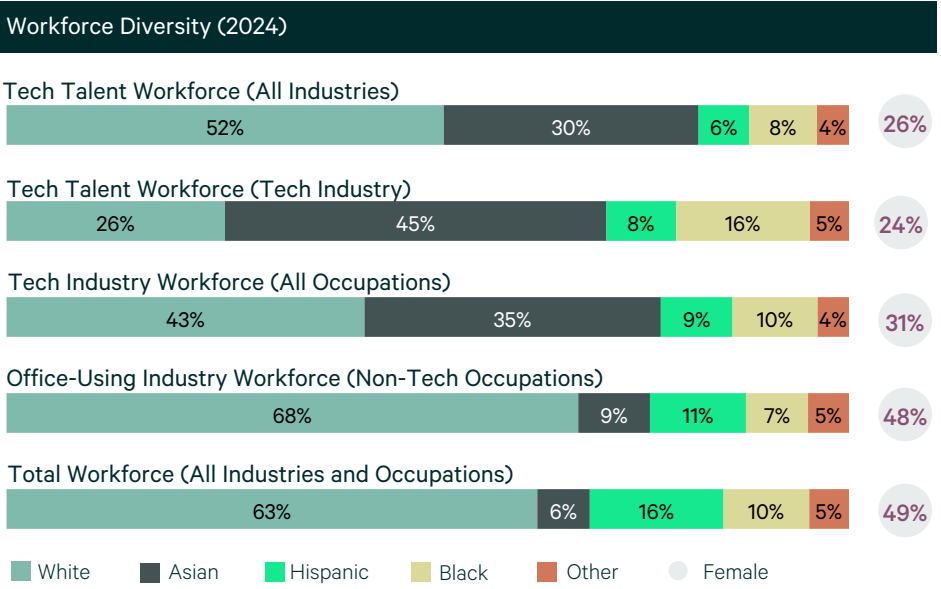
Artificial Intelligence Tech Talent (2026)

2,229

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%
U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

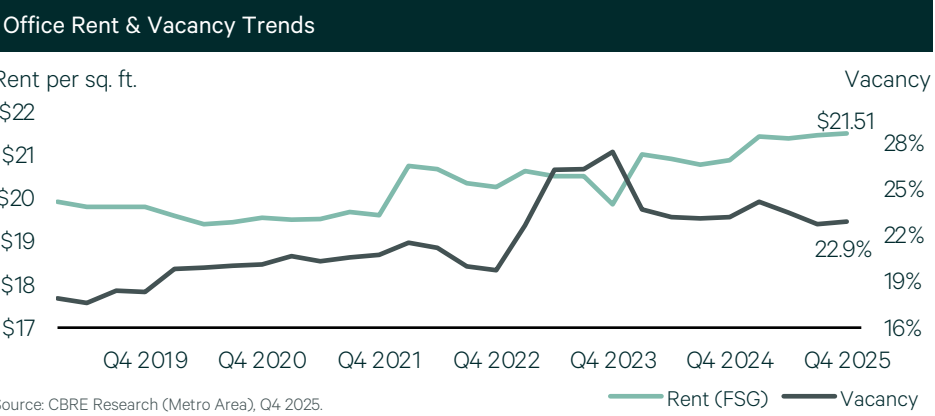


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	599	28.5%	81.3%	18.7%
Math/Statistics	384	-38.0%	65.1%	34.9%
Other Tech Engineering	572	-18.6%	79.0%	21.0%
Totals	1,555	-13.0%	76.5%	23.5%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	599	50.2%	25.4%	12.7%	6.4%	5.3%
Math/Statistics	384	64.5%	18.6%	8.7%	2.9%	5.4%
Other Tech Engineering	572	63.4%	12.3%	13.6%	6.0%	4.7%
Totals	1,555	58.1%	19.0%	12.3%	5.6%	5.1%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

21
Rank

\$57M
Talent

+

\$1M
Office Rent

=

\$57.8M
Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

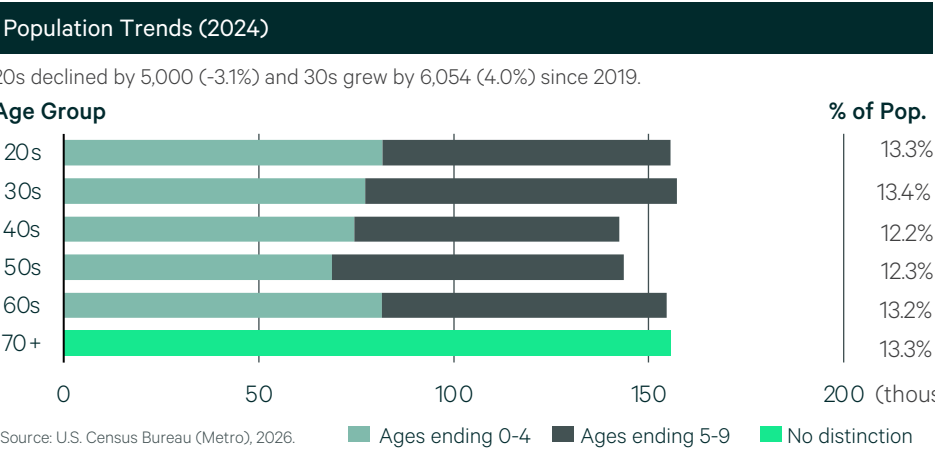
Average Apartment Rent (2025)

\$1,928
Per unit/month

10.2%
3-year growth

18.5%
Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



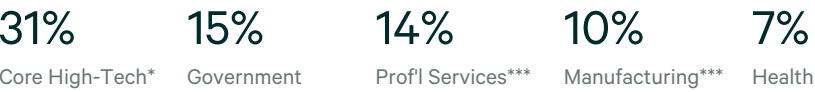
47 Virginia Beach

Score
24.85

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	29,730	-1.0%	\$113,770	13.1%
Software Developers & Programmers	9,580	1.1%	\$123,122	11.8%
Computer Support, Database & Systems	14,640	-7.5%	\$103,959	13.0%
Computer & Information Systems Managers	1,360	-2.2%	\$180,230	19.0%
Technology Engineering-Related	4,150	24.6%	\$105,013	12.2%
Total Non-Tech Occupations	71,320	-4.8%	\$58,017	17.0%
Sales	6,700	14.1%	\$73,836	2.1%
Administrative & Office Support	43,840	-11.7%	\$44,576	16.4%
Business Operations & Finance	15,570	5.5%	\$83,488	14.9%
Marketing	5,210	12.3%	\$74,659	8.6%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

41.3%

Virginia Beach

AI Talent

Artificial Intelligence Tech Talent (2026)

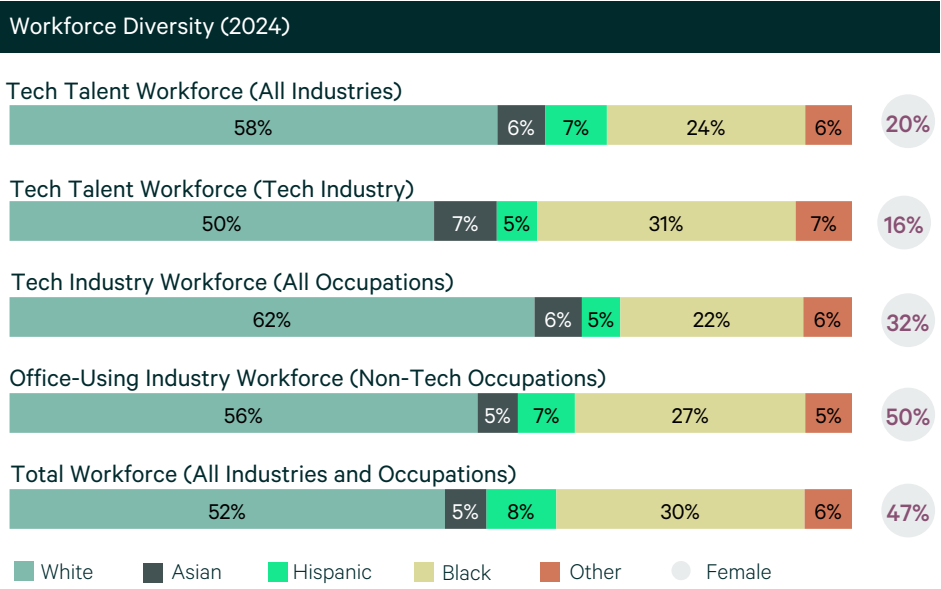
1,501

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

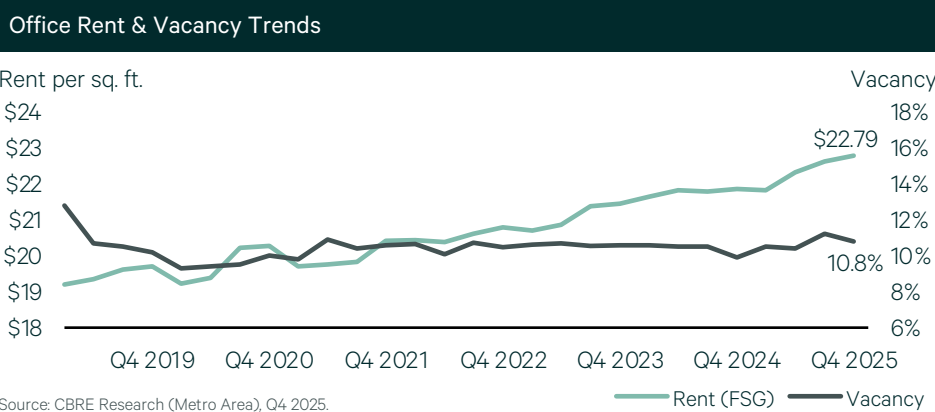
Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.



Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity						
Degree Completions (2024)		Total	Growth 2021-24		Male	Female
Computer Engineering		1,396	36.1%		72.4%	27.6%
Math/Statistics		165	31.0%		58.2%	41.8%
Other Tech Engineering		414	-17.0%		75.8%	24.2%
Totals		1,975	19.6%		71.9%	28.1%
Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,396	46.3%	9.7%	10.2%	27.3%	6.5%
Math/Statistics	165	61.8%	6.1%	12.2%	15.3%	4.6%
Other Tech Engineering	414	53.9%	8.1%	7.9%	20.9%	9.2%
Totals	1,975	49.0%	9.1%	9.9%	25.1%	6.9%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

33

Rank

\$52M

Talent

+

\$1M

Office Rent

=

\$53.7M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,623

Per unit/month

10.0%

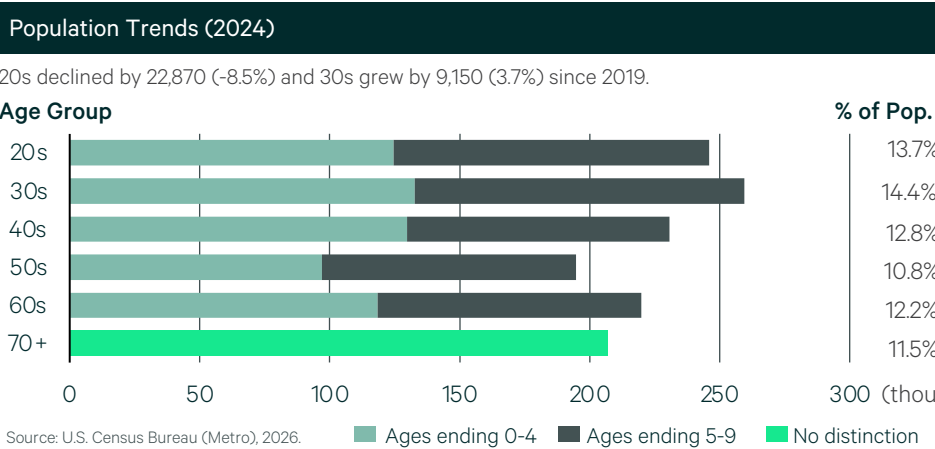
3-year growth

17.1%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)

Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



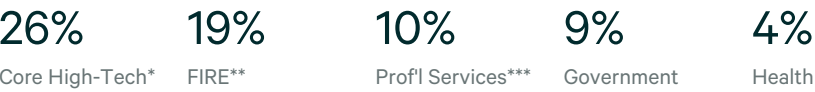
48 Richmond

Score
23.55

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	26,520	-4.3%	\$123,032	13.3%
Software Developers & Programmers	9,990	-6.2%	\$134,336	13.7%
Computer Support, Database & Systems	12,650	-7.2%	\$105,076	11.3%
Computer & Information Systems Managers	1,900	6.1%	\$196,760	15.1%
Technology Engineering-Related	1,980	20.7%	\$109,966	15.3%
Total Non-Tech Occupations	71,750	-7.8%	\$65,576	19.7%
Sales	7,050	20.7%	\$83,016	8.3%
Administrative & Office Support	39,890	-16.8%	\$47,086	16.9%
Business Operations & Finance	17,740	-1.4%	\$90,414	13.8%
Marketing	7,070	16.5%	\$90,186	19.9%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

46.8%

Richmond

AI Talent

Artificial Intelligence Tech Talent (2026)

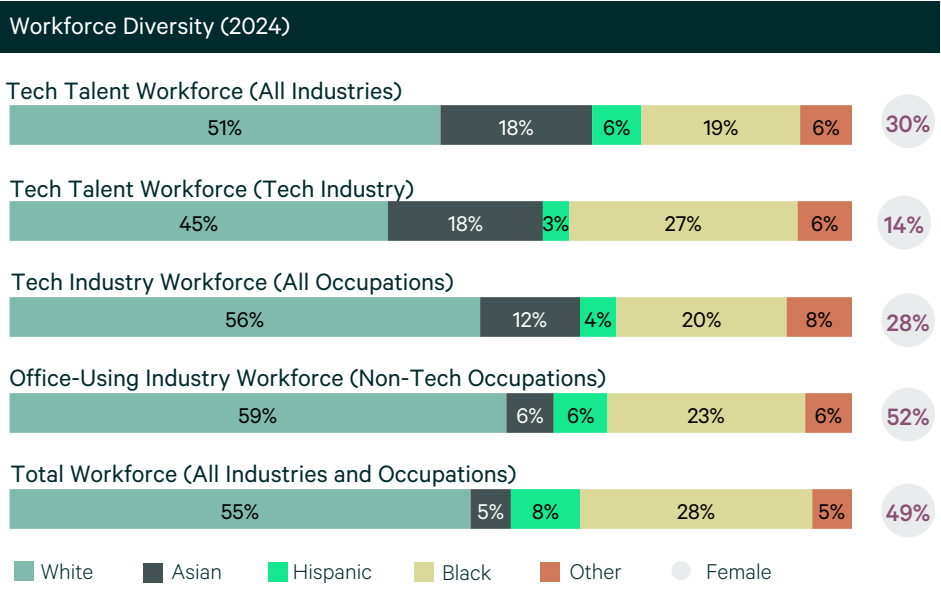
2,375

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

48.2%

U.S.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

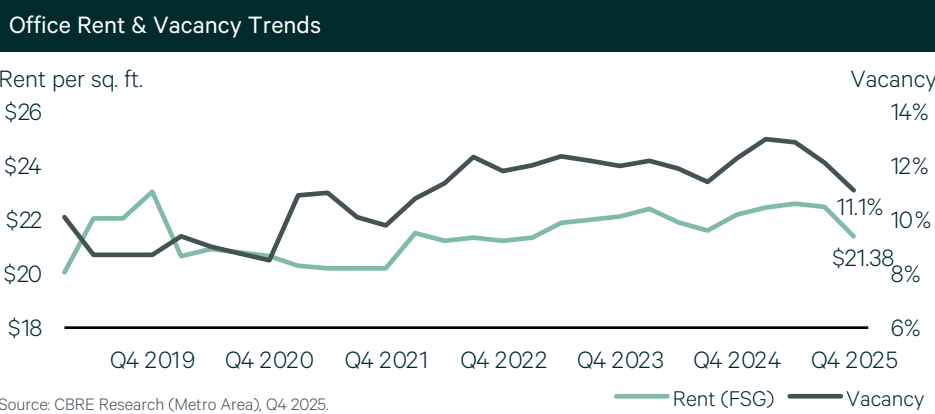


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	466	-0.6%	67.4%	32.6%
Math/Statistics	89	-29.4%	56.2%	43.8%
Other Tech Engineering	149	-24.0%	83.2%	16.8%
Totals	704	-11.0%	69.3%	30.7%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	466	31.9%	24.3%	9.6%	26.3%	7.9%
Math/Statistics	89	48.7%	15.4%	9.0%	15.4%	11.5%
Other Tech Engineering	149	67.4%	7.4%	5.9%	17.0%	2.2%
Totals	704	41.8%	19.5%	8.7%	22.9%	7.1%

Source: The National Center for Education Statistics (Region), 2026.



Annual Operating Costs (2025)

20

Rank

\$57M

Talent

+

\$1M

Office Rent

=

\$58.5M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$1,566

Per unit/month

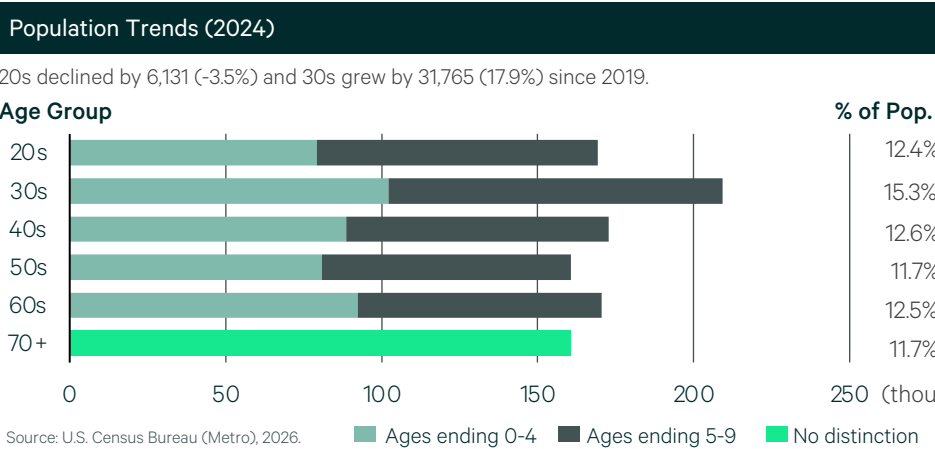
3.3%

3-year growth

15.3%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



49 Milwaukee

Score

18.29

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	25,960	-10.0%	\$107,173	12.5%
Software Developers & Programmers	9,200	-9.0%	\$114,190	15.9%
Computer Support, Database & Systems	11,810	-12.5%	\$91,141	5.0%
Computer & Information Systems Managers	2,520	39.2%	\$169,070	9.8%
Technology Engineering-Related	2,430	-29.2%	\$94,335	7.5%
Total Non-Tech Occupations	89,630	-5.2%	\$61,189	13.0%
Sales	8,530	3.4%	\$80,752	9.0%
Administrative & Office Support	55,170	-10.1%	\$47,648	11.0%
Business Operations & Finance	18,790	3.6%	\$86,314	11.2%
Marketing	7,140	5.3%	\$76,331	11.3%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)

33%
Core High-Tech*

17%
Manufacturing***

16%
FIRE**

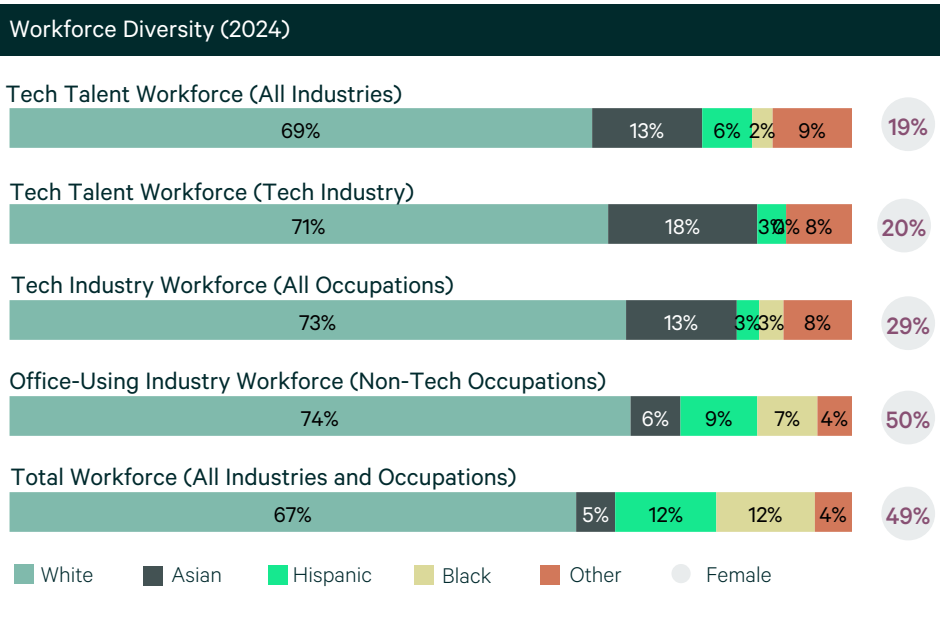
6%
Prof'l Services***

5%
Education

*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers	AI Talent
Software Engineers Employed in the Tech Industry (2024)	Artificial Intelligence Tech Talent (2026)
42.8% Milwaukee	48.2% U.S.
	2,202
	Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

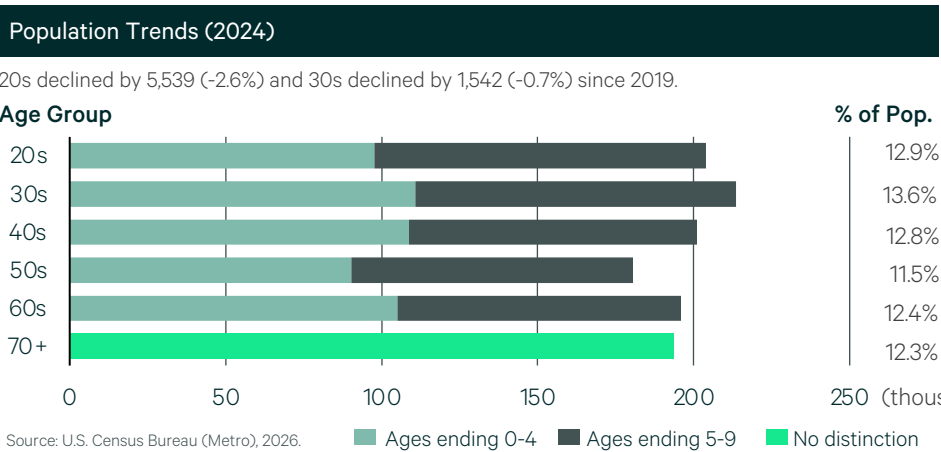
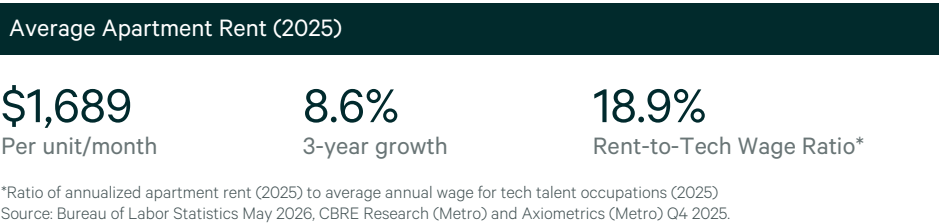
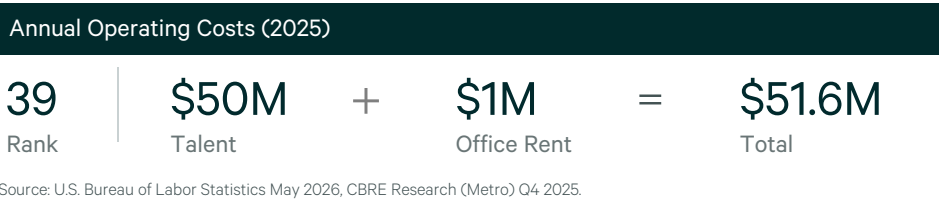
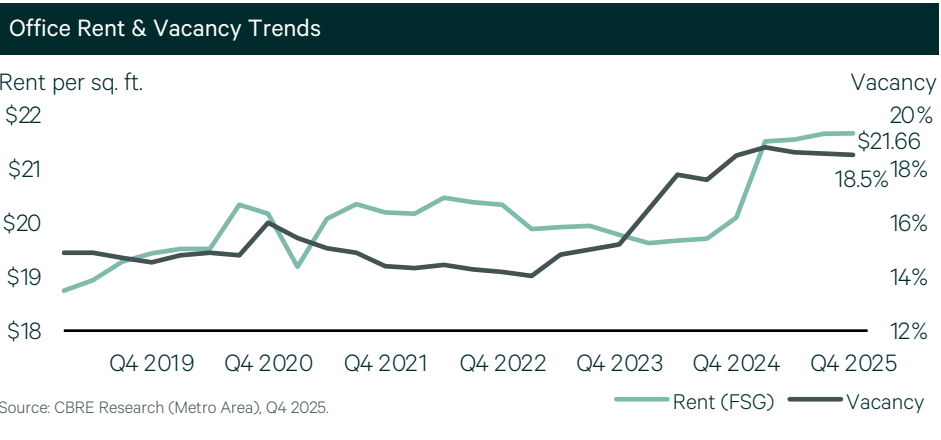


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	736	23.5%	76.9%	23.1%
Math/Statistics	95	17.3%	62.1%	37.9%
Other Tech Engineering	517	-20.1%	80.9%	19.1%
Totals	1,348	1.8%	77.4%	22.6%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	736	66.0%	12.5%	11.3%	6.2%	4.0%
Math/Statistics	95	77.3%	8.0%	12.0%	0.0%	2.7%
Other Tech Engineering	517	79.7%	6.4%	10.0%	1.1%	2.7%
Totals	1,348	72.7%	9.5%	10.8%	3.5%	3.3%

Source: The National Center for Education Statistics (Region), 2026.



50 Inland Empire

Score
13.27

Workforce Breakdown				
	Employed*	3-Yr Growth**	Avg Wage*	3-Yr Growth**
Total Tech Talent Occupations	23,900	-3.8%	\$116,344	12.2%
Software Developers & Programmers	7,120	2.7%	\$127,508	12.9%
Computer Support, Database & Systems	11,620	-8.0%	\$97,577	10.0%
Computer & Information Systems Managers	2,270	-1.7%	\$184,790	11.9%
Technology Engineering-Related	2,890	-3.0%	\$110,535	12.5%
Total Non-Tech Occupations	124,930	-2.6%	\$61,509	14.0%
Sales	10,550	3.6%	\$78,076	4.1%
Administrative & Office Support	83,220	-8.4%	\$51,217	12.7%
Business Operations & Finance	23,040	19.5%	\$84,798	11.4%
Marketing	8,120	2.5%	\$79,395	12.6%

*2025; ** 2022-2025; Source: U.S. Bureau of Labor Statistics (Metro Area) and CBRE Research, May 2026.

Top 5 Industries for Tech Talent Workforce (2024)



*Includes computer software and services and computer product manufacturing **Finance, Insurance & Real Estate ***Excl high-tech
Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Software Engineers

Software Engineers Employed in the Tech Industry (2024)

45.3%

Inland Empire

AI Talent

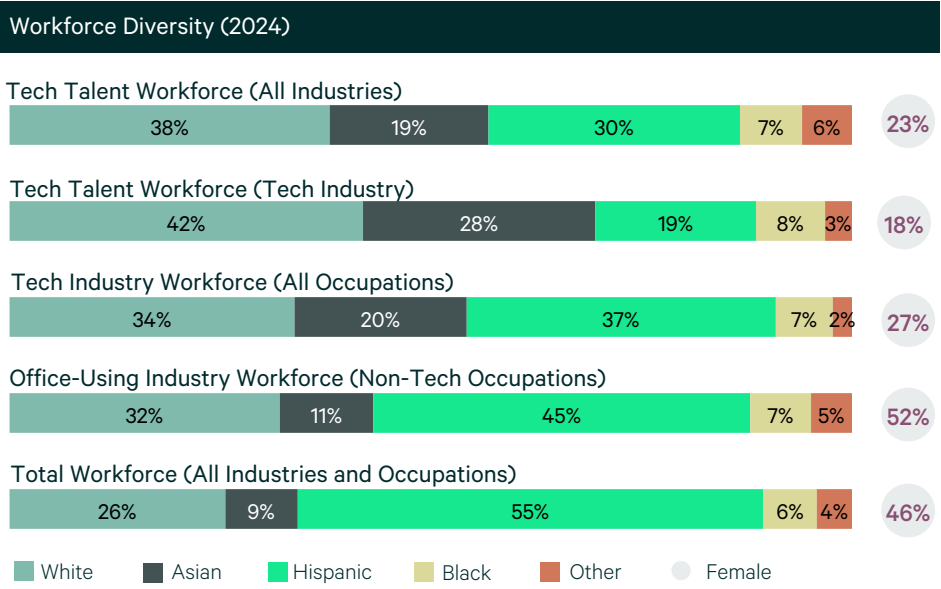
Artificial Intelligence Tech Talent (2026)

2,256

U.S.

Note: Based on LinkedIn members that self-reported their occupation as tech talent with artificial intelligence and machine learning skills.

Source: U.S. Census (Metro), IPUMS, and CBRE Research, May 2026. Source: LinkedIn Talent Insights, CBRE Consulting, June 2026.

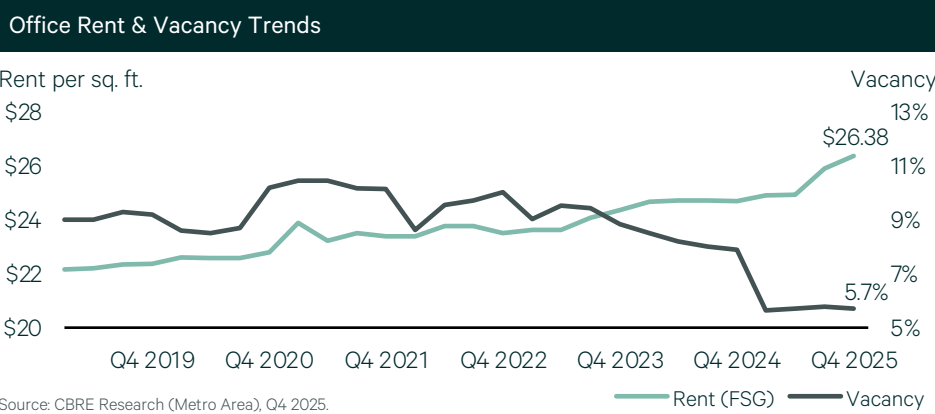


Source: U.S. Census (Metro), IPUMS and CBRE Research, May 2026.

Talent Pipeline & Diversity				
Degree Completions (2024)	Total	Growth 2021-24	Male	Female
Computer Engineering	1,074	38.6%	78.7%	21.3%
Math/Statistics	304	-16.0%	60.5%	39.5%
Other Tech Engineering	436	6.3%	79.4%	20.6%
Totals	1,814	17.3%	75.8%	24.2%

Degree Completions (2024)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	1,074	19.1%	37.6%	32.9%	5.2%	5.2%
Math/Statistics	304	21.9%	17.9%	54.0%	2.9%	3.3%
Other Tech Engineering	436	28.2%	33.2%	29.9%	3.4%	5.4%
Totals	1,814	22.0%	32.5%	36.4%	4.3%	4.9%

Source: The National Center for Education Statistics (Region), 2026.



Source: CBRE Research (Metro Area), Q4 2025.

Annual Operating Costs (2025)

24

Rank

\$54M

Talent

+

\$2M

Office Rent

=

\$55.5M

Total

Source: U.S. Bureau of Labor Statistics May 2026, CBRE Research (Metro) Q4 2025.

Average Apartment Rent (2025)

\$2,296

Per unit/month

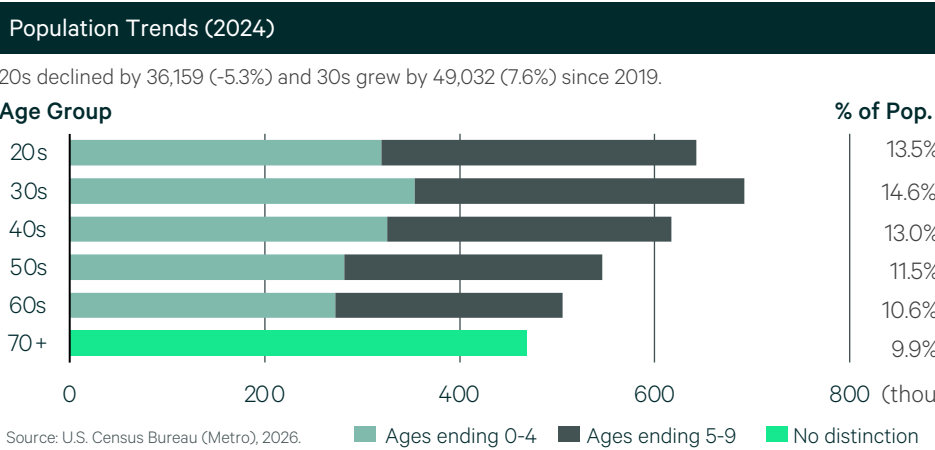
-1.3%

3-year growth

23.7%

Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2025) to average annual wage for tech talent occupations (2025)
Source: Bureau of Labor Statistics May 2026, CBRE Research (Metro) and Axiometrics (Metro) Q4 2025.



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