

# The True Cost of Hiring Tech Talent

## Demand for Tech Talent Remains High



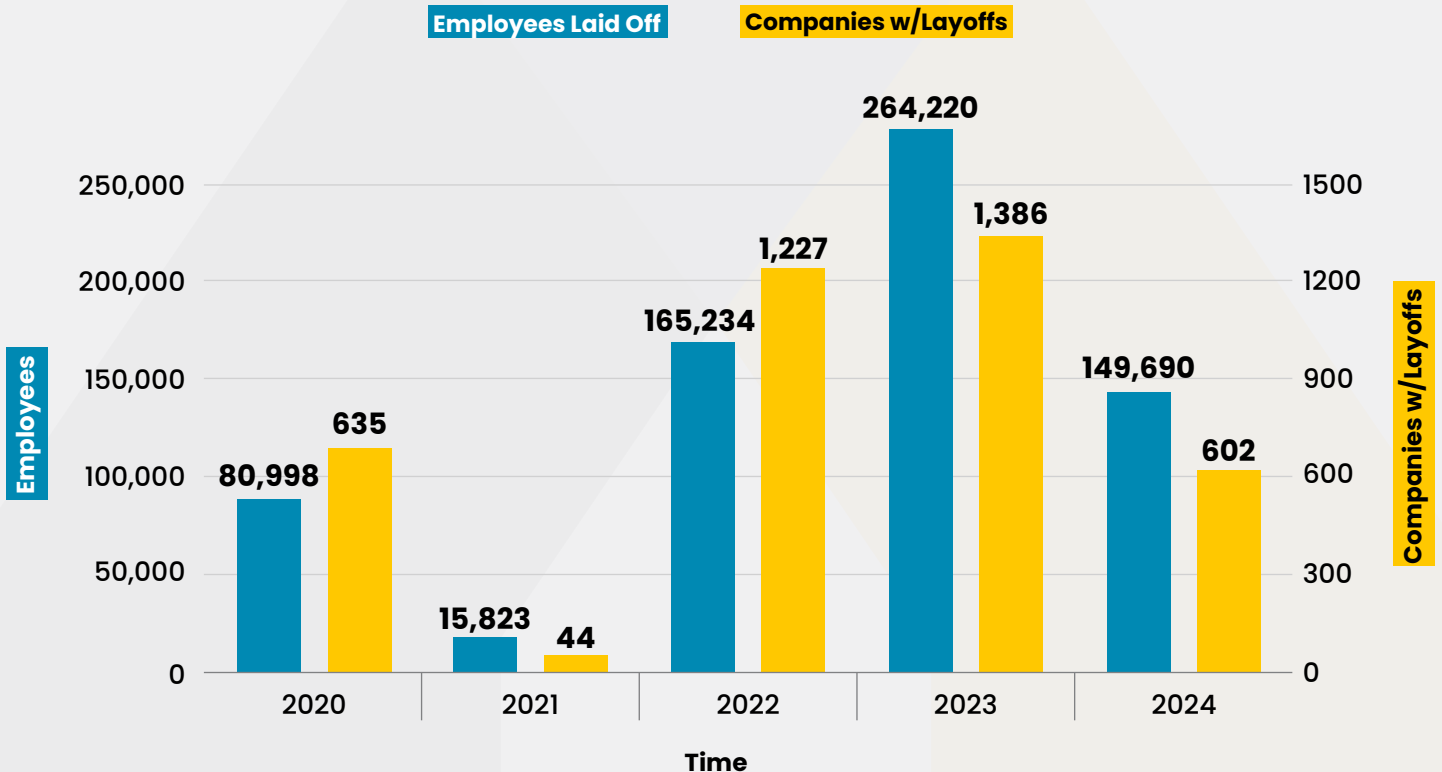
Job postings are up

**57%**

from the pre-pandemic levels of 2019.

Source: CompTIA's Tech Jobs Report

The ripple effects of overhiring by tech firms during the pandemic have finally slowed, with layoffs returning to normal levels in 2024.



Source: Layoffs.fyi

## Competition is Fierce for Skilled IT Candidates



**56%**

of tech managers are ready to relax candidate experience requirements to accelerate hiring.



**45%**

of tech managers are increasing starting salaries to attract talent with specialized skills and for hard-to-staff roles.



**10 weeks**

is the average time needed to hire IT roles in the U.S. vs. the global average of **9 weeks**.

Source: Robert Half's 2025 Salary Guide

### Top 3 Technical Skills Gaps



Cybersecurity



Cloud



Software Development

Source: Pluralsight 2024 Technical Skills Report

### Tech Skills Managers Increase Salaries For

**44%**

AI and machine learning

**37%**

Cybersecurity

**30%**

Cloud computing, security and architecture

**29%**

Software and applications development

Source: Robert Half's 2025 Salary Guide

## Cost of the IT Skills Gap



**60%+**

North American IT leaders blamed skills gaps for missed revenue growth targets, quality issues, and decreased customer satisfaction.



**Over \$5.5 trillion**

in losses globally as the IT skills shortage triggers product delays, reduced competitiveness, and lost business opportunities.



**78%**

of organizations have abandoned projects partway through because they didn't have employees with the right IT skills.

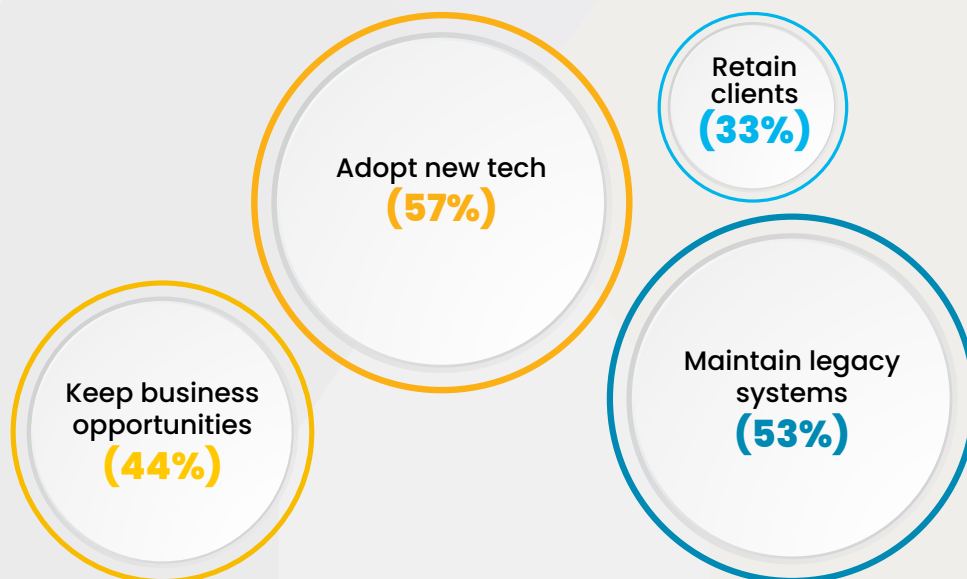


**96%**

of technologists say their workload has increased due to the IT skills gap

Sources: Pluralsight's 2024 Technical Skills Report, IDC's 2024 Future Enterprise Resiliency survey

## IT Leaders Worry the Tech Skills Gap will Make it Hard To



Source: Pluralsight's 2024 Technical Skills Report

# 2025 Salaries for the Most In-Demand Tech Jobs

## 10 Highest-Paid Tech Jobs for 2025

	Novice	Seasoned	Expert
AI Architect	\$144,626	\$173,293	\$204,463
Machine Learning Engineer	\$129,375	\$162,065	\$197,170
Applications Architect	\$131,275	\$157,156	\$195,474
Cloud Architect	\$145,430	\$162,180	\$194,750
Systems Security Manager	\$125,842	\$156,173	\$192,335
Software & App Manager	\$124,264	\$152,161	\$190,500
Cybersecurity Manager	\$125,007	\$153,667	\$189,483
Data Architect	\$129,876	\$156,610	\$186,130
Security Architect	\$134,377	\$154,528	\$184,259
Senior Software Engineer	\$121,760	\$145,365	\$180,829
Cybersecurity Engineer	\$109,821	\$134,251	\$180,403

## 2025 U.S. Salary Ranges for Top AI Jobs

	Entry	Mid	Senior
AI Architect	\$144,000	\$173,000	\$204,000
ML Engineer	\$129,000	\$162,000	\$197,000
Data Scientist	\$115,000	\$142,000	\$176,000
AI/ML Analyst	\$104,000	\$130,000	\$164,000

## 2025 U.S. Salary Ranges for Top Cybersecurity Jobs

	Entry	Mid	Senior
Systems Security Manager	\$125,000	\$156,000	\$192,000
Cybersecurity Manager	\$125,000	\$153,000	\$189,000
Security Architect	\$135,000	\$154,000	\$184,000
Cybersecurity Engineer	\$109,000	\$134,000	\$180,000
Network Security Engineer	\$110,000	\$134,000	\$165,000

## 2025 U.S. Salary Ranges for Top Cloud Jobs

	Entry	Mid	Senior
Cloud Architect	\$145,000	\$162,000	\$194,000
Cloud Manager	\$116,000	\$145,000	\$178,000
Wireless Network Engineer	\$106,000	\$131,000	\$162,000
Cloud Engineer	\$110,000	\$131,000	\$162,000
Cloud Computing Analyst	\$93,000	\$115,000	\$145,000

## 2025 U.S. Salary Ranges for Top Data Jobs

	Entry	Mid	Senior
Data Architect	\$129,000	\$156,000	\$186,000
Data Scientist	\$115,000	\$142,000	\$177,000
Data Engineer	\$116,000	\$142,000	\$176,000
Database Manager	\$95,000	\$123,000	\$168,000
Database Developer	\$103,000	\$123,000	\$147,000
Business Intelligent Developer	\$98,000	\$117,000	\$146,000

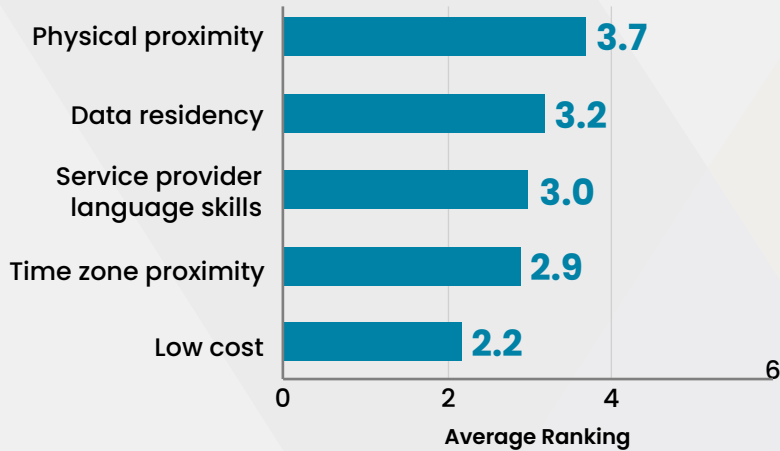
## 2025 U.S. Salary Ranges for Top Software Developer Jobs

	Entry	Mid	Senior
Applications Architect	\$131,000	\$157,000	\$195,000
Software and Applications Manager	\$124,000	\$152,000	\$190,000
Senior Software Engineer	\$121,000	\$145,000	\$180,000
Mobile Applications Developer	\$111,000	\$132,000	\$163,000
Software Engineer/Developer	\$103,000	\$128,000	\$162,000

Source: Pluralsight 'What are the best paying tech jobs to have in 2025?'

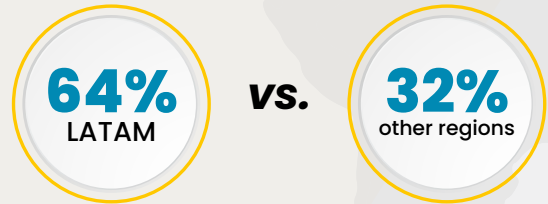
## Latin America: An Alternative Pipeline for Top-Tier Tech Talent

### IT Leaders Rank Physical Proximity as the #1 Factor for Choosing an IT Service Provider



Source: 2023 IT Outsourcing Statistics Report by Computer Economics

LATAM Shared Services perform IT processes on a greater scale than other regions



Source: SSON/Auxis 2024 State of the GBS & Outsourcing Industry in Latin America

### LATAM Offers Significant Cost Savings Compared to the U.S....

Half of organizations operating in LATAM report labor savings in the range of **20-40%** compared to the US, while **18%** report labor savings of at least **40%**

Source: SSON/Auxis 2024 State of the GBS & Outsourcing Industry in Latin America

### ...and Greater Value Compared to Asia and Europe

Over **60%** of GBS rank the following as critical factors for choosing LATAM over Asia/Europe



Time Zone



Talent Quality



Continuous Improvement & Innovation Mindset



Ability to Support More Complex Processes



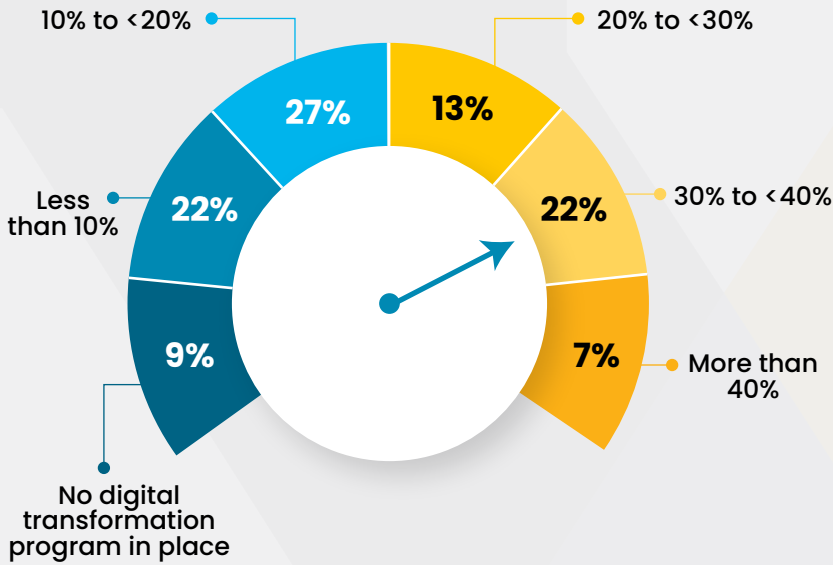
Cultural Affinity



Lower Turnover

Source: SSON/Auxis 2024 State of the GBS & Outsourcing Industry in Latin America

## Beyond Labor Savings



**69%** of organizations report productivity gains of **10%+** from automation at LATAM shared services, and **42%** report improvements of **20%+**.

Source: SSON/Auxis 2024 State of the GBS and Outsourcing Industry in Latin America

## LATAM's Top Tech Markets Include



Mexico



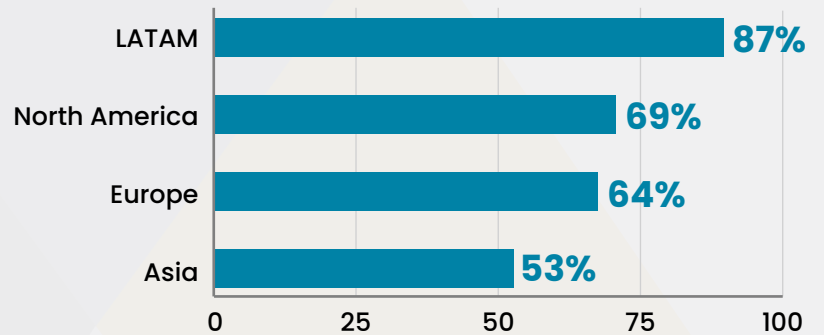
Colombia



Costa Rica

Source: CBRE'S Scoring Top Tech Talent 2024

## LATAM Shared Services Have Highest Satisfaction Levels vs. Other Regions



Source: SSON/Auxis 2024 State of the GBS and Outsourcing Industry in Latin America

For more insights on the hottest IT jobs and salary trends, don't miss our full **2025 IT Salary Guide for CIOs**.



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