



Greater Memphis IT Council

[Media Advisory:](#)

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CompTIA Releases Cyberstates Report 2021

Memphis Leads the Nation in Diversity in the IT Sector

MEMPHIS, TENNESSEE – August 11, 2021: CompTIA has released its annual Cyberstates Report that is the definitive guide to the U.S. information technology (IT) industry and its workforce.

The Cyberstates Report quantifies the size and scope of the IT industry and the tech workforce across multiple vectors. The report provides a U.S. summary and profiles of all 50 states, the District of Columbia and 51 metro areas.

The 2021 Report includes a new diversity index that measures the depth and breadth of diversity in the IT sector. This new dimension of Tech Market Characteristics ranks Memphis in the 2nd quartile of leading the nation in diversity among the following minority sectors: African Americans make up 25% of the IT workforce compared to 8% nationally and women account for 31% of the tech workforce compared to 26% nationally.

The leading IT occupations in the Memphis metro area are Software Programmers, Network Architects, IT Support Specialists, Cybersecurity Analysts and Data Scientists out of the core information technology industry across 16 occupation categories

The Cyberstates report serves as a reference tool, making national, state, and metro area-level data accessible to a wide range of users. To provide additional context, the report includes time-series trending, average wages, business establishments, job postings, gender ratios, and emerging tech metrics, and more.

For the interactive online version of the Cyberstates Report, visit www.cyberstates.org.

About CompTIA:

The Computing Technology Industry Association (CompTIA) is a leading voice and advocate for the \$5 trillion global information technology ecosystem; and the estimated 75 million industry and tech professionals who design, implement, manage, and safeguard the technology that powers the world's economy. Through education, training, certifications, advocacy, philanthropy, and market research, CompTIA is the hub for advancing the tech industry and its workforce.

CompTIA is the world's leading vendor-neutral IT-certifying body with more than 2.8 million certifications awarded based on the passage of rigorous, performance-based exams. CompTIA sets the standard for preparing entry-level candidates through expert-level professionals to succeed at all stages of their career in technology. Through CompTIA's philanthropic arm, CompTIA develops innovative on-ramps and career pathways to expand opportunities to populations that traditionally have been under-represented in the information technology workforce. www.cyberstates.org.

About The Greater Memphis IT Council:

The Greater Memphis IT Council is a non-profit membership association focused on leading the evolution for Memphis into an international center of excellence for information technology (IT). As an ecosystem, the IT Council is driving economic development for the region through professional networking, education and technology training. The vision is that member organizations will be more knowledgeable, empowered and successful because of their interaction with professionals and resources that support the information technology industry in the Memphis area. For more information: www.memphisitcouncil.com

BACKGROUND: CYBERSTATES TECH WORKFORCE CHARACTERISTICS:

- LABOR FORCE CHARACTERISTICS OVERVIEW

- The U.S. Bureau of Labor Statistics (BLS) tracks labor market composition across several demographic and firmographic characteristics. By race and ethnicity, the BLS segments data by seven top-level categorizations. Described in detail here:
- Additional population segmentations are available from the Census Bureau, but for the purposes of analyzing labor market compositions of specific occupation categories, the seven categories above are the extent of data availability.

- DIVERSITY INDEX

- There are several approaches to assessing labor force characteristics. Numeric totals and relative percentages are good starting points. Taking it a step further, however, provides deeper insights and more context.
- To measure overall race and ethnicity characteristics within the tech workforce, this report uses a metric called *Simpson's Diversity Index*. This index weights two key facets of race and ethnicity within the workforce – richness and evenness and reflects it in a single metric.
- The overall U.S. workforce Diversity Index measure in 2020 was 56 on a 100-point scale. In comparison the overall U.S. population has a Diversity Index score of 58, which indicates there is a degree of race and ethnic underrepresentation in the U.S. workforce.
- The U.S. tech workforce recorded a Diversity Index measure of 57, roughly on par with the overall U.S. workforce. The District of Columbia recorded the highest tech workforce Diversity Index score at 66, followed by Texas, California, and Georgia. In contrast, the states at the other end of the continuum had tech workforce Diversity Index scores below 20.

- TECH WORKFORCE REPRESENTATION

- As the name implies, tech workforce representation measures the composition of the tech workforce relative to the overall composition across all occupations.
- Nationally, Black or African American workers represent 13% of the U.S. workforce and 8% of tech occupations. This gap signals underrepresentation in the tech workforce. Examples of states with high levels of tech workforce representation numerically and in relation to the overall workforce composition include District of Columbia, Mississippi, Georgia, and Maryland.
- Nationally, Hispanic or Latino workers represent 16% of the U.S. workforce and 7% of tech occupations. This gap signals underrepresentation in the tech workforce. Examples of states with high levels of tech workforce representation numerically and in relation to the overall workforce composition include New Mexico, Florida, Texas, and Arizona.
- Nationally, women represent approximately 49% of the U.S. workforce and 26% of tech occupations. This gap signals underrepresentation in the tech workforce. Examples of states with high levels of tech workforce representation in relation to the overall workforce composition include South Carolina, Maine, Wisconsin, and Louisiana.

- WORKFORCE CHARACTERISTICS AND DIVERSITY INDEX

- The U.S. Bureau of Labor Statistics (BLS) tracks labor market composition across several demographic and firmographic characteristics. By race and ethnicity, the BLS segments data by seven top-level categorizations. Described here: <https://www.bls.gov/opub/reports/race-and-ethnicity/2019/home.htm>. To measure overall race and ethnicity characteristics within the tech workforce, this report uses a metric called Simpson's Diversity Index. This index weights two key facets of race and ethnicity within the workforce – richness and evenness (or think of it as depth and breadth) and reflects it in a single metric. See page 10 of this report for more details.