



2023

# Global Talent Playbook

Data-Driven Hiring and Retention Strategies  
+ Executive Insights on Today's Job Market



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	5 year	10 year
Prostate	99,0	
Bladder	95,0	
Cervical cancer	89,0	
Uterine cancer	84,0	
Rectal cancer	82,0	
Colon, rectal	71,0	
Uterus	69,0	
Bladder, renal pelvis	62,0	

Germany  
Denmark and Norway  
Finland  
High Income America  
Poland



# Foreword

The world of work continues to shift after the whirlwind of the pandemic, major economic changes, and different market demands. As we rebalance, we've seen the workforce swing between the Great Resignation and now layoffs. And as we enter 2023, companies are radically adjusting their hiring, recruitment, and retention strategies to meet this changing environment.

Companies are flexing to market dips that followed massive booms during the pandemic, focusing on revenue optimisation and reinvesting in the products and services that drive the most value. This year, we learned that organisations that strategically manage their workforce using labour market data<sup>1</sup> generate higher returns. Those who don't effectively use data? They're losing \$125,000 per employee per year. Technology is advancing in every sector, and AI, data science, and machine learning jobs are revolutionising companies across the economy.

We see this bottom-line impact every day in our work with clients - and we wanted to share some of the insights we think will matter in 2023. What follows is a comprehensive report on the talent landscape that details how companies can leverage workforce intelligence to arm themselves with the latest data and executive insights - insights that are critical to guiding your strategy as we enter a new era of economic uncertainty. We hope you find this report useful — thanks for reading.



**WILL MARKOW**

VP, Capability Lead, Consulting,  
Lightcast

<sup>1</sup>"People Impact Gap Costing Corporate America \$1.8T Annually." CFO, November 29, 2022.  
<https://www.cfo.com/human-capital/2022/11/people-impact-gap-people-analytics-data-productivity-hiring-decision-making>.



# Introduction

Hiring practices are changing, and there's now data behind every job requisition, job posting, and offer. We analysed the labour market data from the past year to help employers and hiring teams navigate talent management and career development strategy in 2023.

**Here are the key themes that we found after looking through the latest labour market data.**

- 1 Remote work is here to stay, and telecommuting and virtual collaboration are the highest growth skills employers are looking for. Companies are looking for candidates with specialised skills around the globe, not just locally.
- 2 As advanced tech becomes more essential to business growth, AI jobs, machine learning, and specialised skills like Figma and TikTok grew the most this year.
- 3 Employers are hiring based on skills, and advertising wages with job postings — which leads to more success filling roles and more equitable access to the workforce<sup>1</sup>.
- 4 The **highest wage growth** has been in lower wage roles and among non-white workers, along with job switchers.
- 5 Talent planning is now driven by data<sup>2</sup>, and companies understand the impact of labour market data on hiring and retention costs.
- 6 Employers are investing in talent development and training, and tuition reimbursement, along with other long-term benefits.



**Keep up with Lightcast  
for up-to-date salary  
and benefit data**

Hear from our experts on the  
latest industry trends

**Access the latest insights**

<sup>1</sup>"Skills-Based Hiring Is on the Rise." Harvard Business Review, December 2, 2022.  
<https://hbr.org/2022/02/skills-based-hiring-is-on-the-rise>.

<sup>2</sup>"People Impact Gap Costing Corporate America \$1.8T Annually." CFO, November 29, 2022.  
<https://www.cfo.com/human-capital/2022/11/people-impact-gap-people-analytics-data-productivity-hiring-decision-making>.



# Key Findings

## REMOTE WORK

**15%** Remote jobs now represent 15% of all postings for roles requiring degrees

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Compared to all new jobs, remote jobs have grown — **remote roles requiring degrees are up more than 275% ↑ since 2019**

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The top three remote jobs in 2022 were

1. Web Developer
2. Video Game Designer
3. Computer Programmer

## AI AND GREEN JOBS

In 2022, the countries with the highest percentage of AI jobs were the **US, UK, and Spain**

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**3X** The share of total postings in AI fields has more than tripled in the US, UK, and Canada, since 2014

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In the United States, the demand for green jobs has **grown by over 50% ↑ since 2019**

## EMERGING SKILLS AND SKILL-BASED HIRING TRENDS

The fastest growing general/human skills in 2022 were

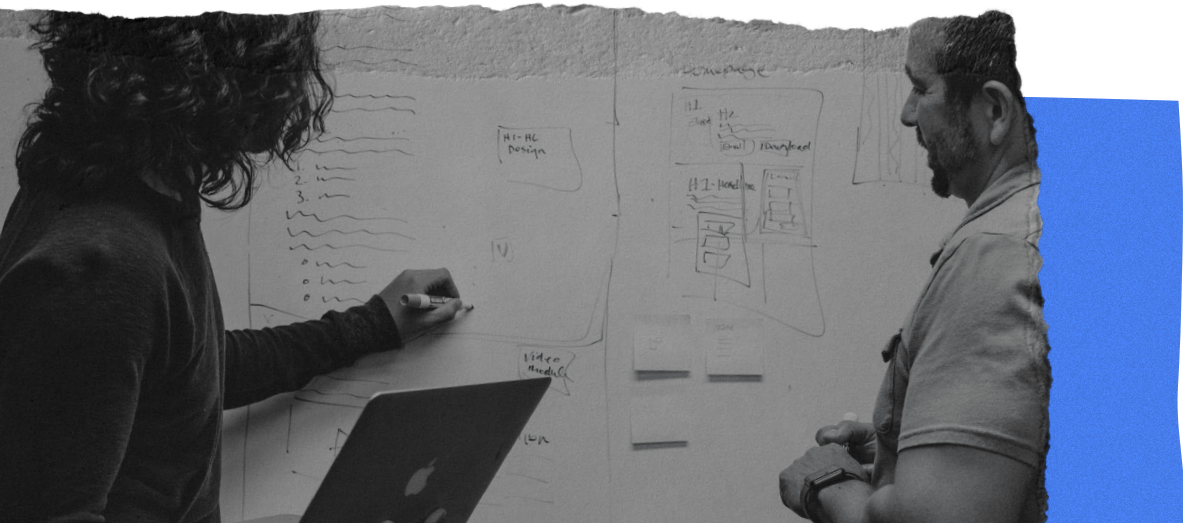
1. Telecommuting
  2. Virtual collaboration
  3. Growth mindedness
- 

The fastest growing specialised skills in 2022 were

1. Machine learning operations
  2. TikTok
  3. Jira Align
- 

Skills that have **grown by over 500% ↑** in 2022 include

- Web 3.0
- Net zero
- QR codes
- Figma





## FASTEST GROWING OCCUPATIONS

The fastest growing degree occupations in 2022 were

1. Hybrid Mobile Developers
2. Virtual School Speech Language Pathologists
3. Chief Software Engineers

## COMPENSATION RATES AND WAGE TRANSPARENCY

The rate of advertising wages on job postings more than doubled between 2017 and 2022

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**25%** of degree position postings now include an advertised salary

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Wage growth over time has been the highest for the lowest wage levels and for people who have left their jobs versus those who stayed

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In comparison to shorter term benefits like sign-on bonuses, longer term benefits, like **tuition assistance and retirement benefits, are growing in use**



The findings from this report are pulled from proprietary Lightcast job posting data. Explore exclusive workforce industry trends you won't find anywhere else.







# Ready to take the guesswork out of talent planning?

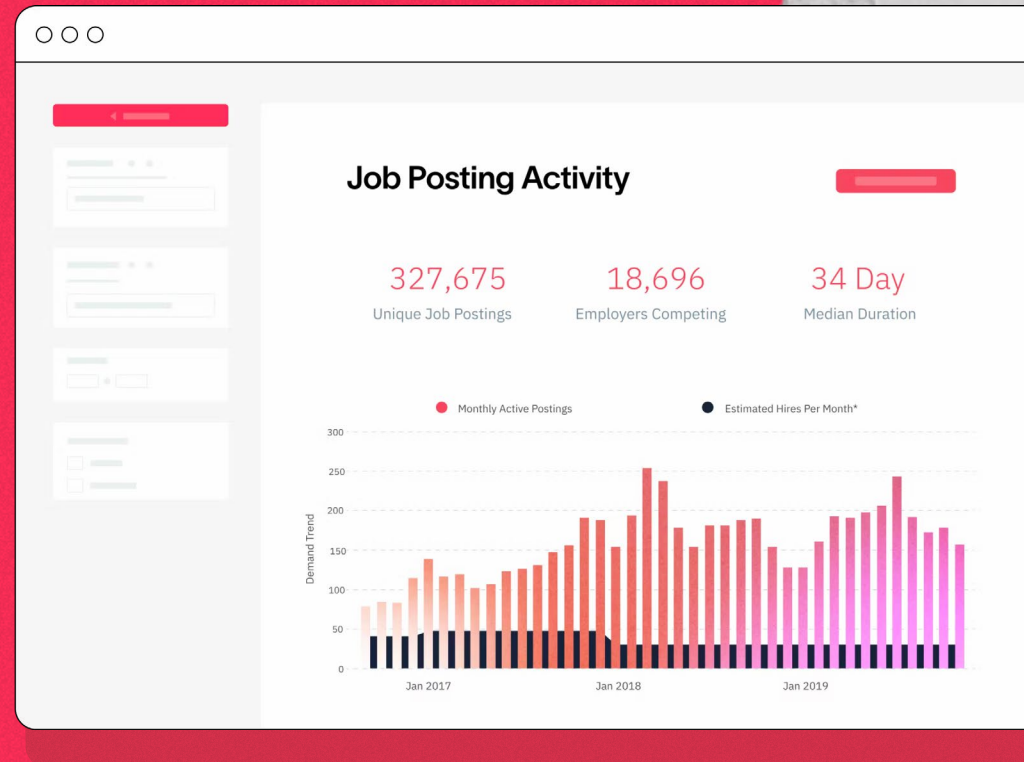
We've got the data, the easy-to-use platform, \*and\* stellar support — all in one.

Lightcast's suite of talent tools and extensive job postings data helps teams build out competitive roles, then find the right pools of candidates in the right places to fill them. Oh, and we'll help you keep them around, too.

## With Lightcast, you'll feel confident:

- Discovering qualified talent with intelligent job postings
- Designing a talent and retention strategy built on the latest global data
- Optimising your existing talent structure to match industry benchmarks

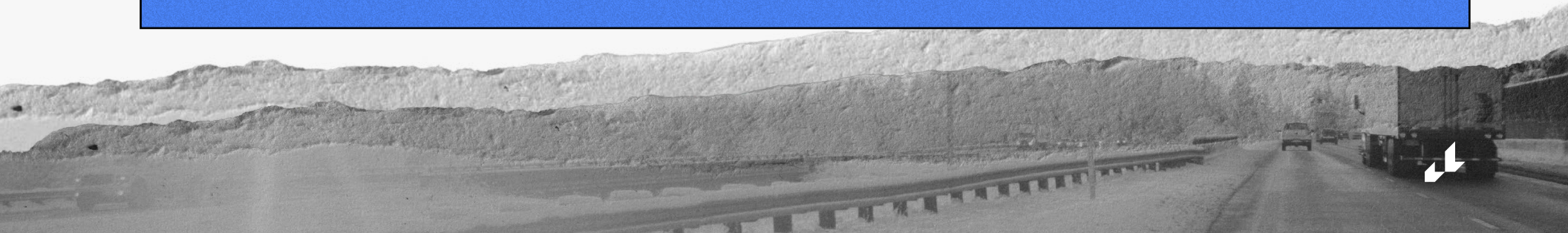
[Schedule a walk-through of our talent tools](#)





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## SECTION I

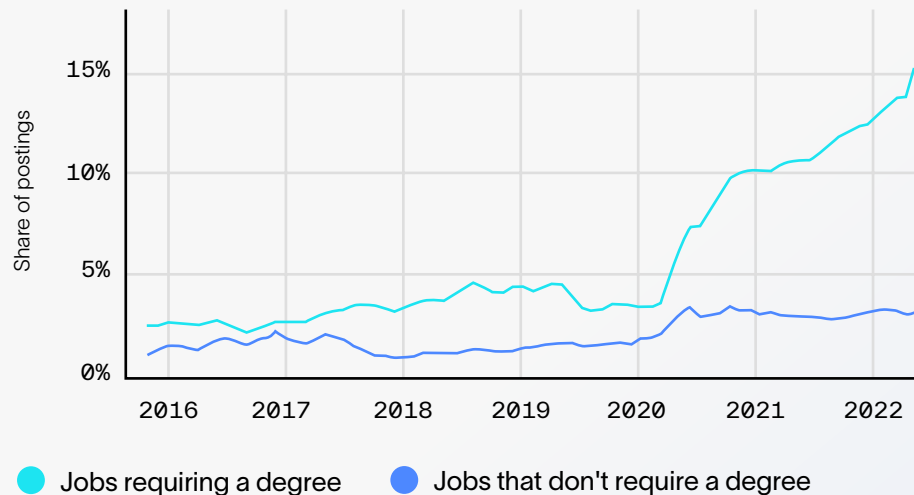
# Global Recruiting + Retention Trends

Globally, there are a few key trends in recruiting and retention from 2022 that we can learn from in the year ahead.

First, remote work isn't going anywhere — the data shows that remote postings continue to grow worldwide. Second, AI isn't taking away jobs like many people feared, but instead, adding them. Third, green jobs and skills related to lowering the carbon footprint are increasingly in demand globally, and in particular in the US, Germany, and Canada.

### Remote posting by education level in the US

3-month rolling average



Source: [Lightcast](#)



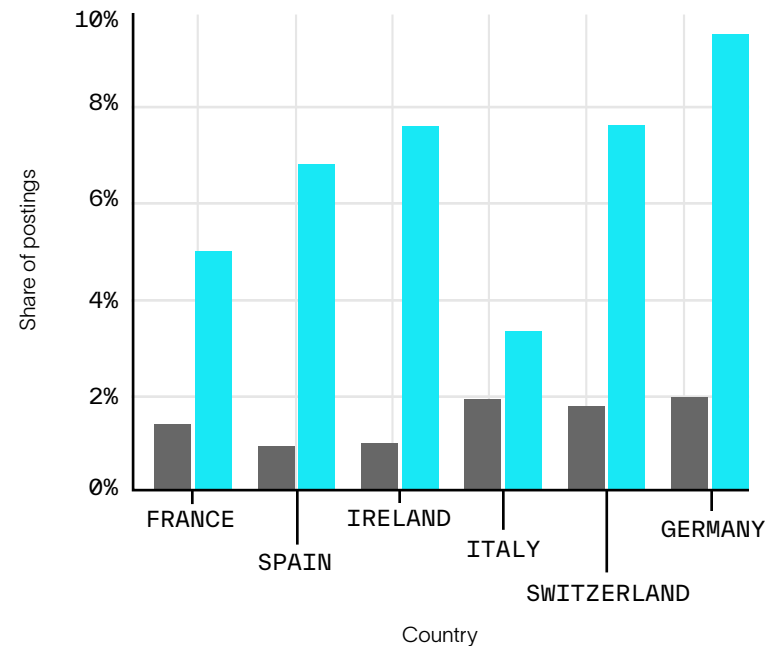


# Remote work continues to grow exponentially

15% of jobs requiring degrees are remote — that’s up from just over 2.5% of jobs pre-pandemic. In the EU, remote jobs have tripled since 2019 in most countries we studied, with 5X growth in Germany. In the US, jobs like Web Developers and Mobile App Developers have 40%+ remote posts. And newer remote occupations like Medication Aides and Order Processors have both grown more than 10X since 2019.

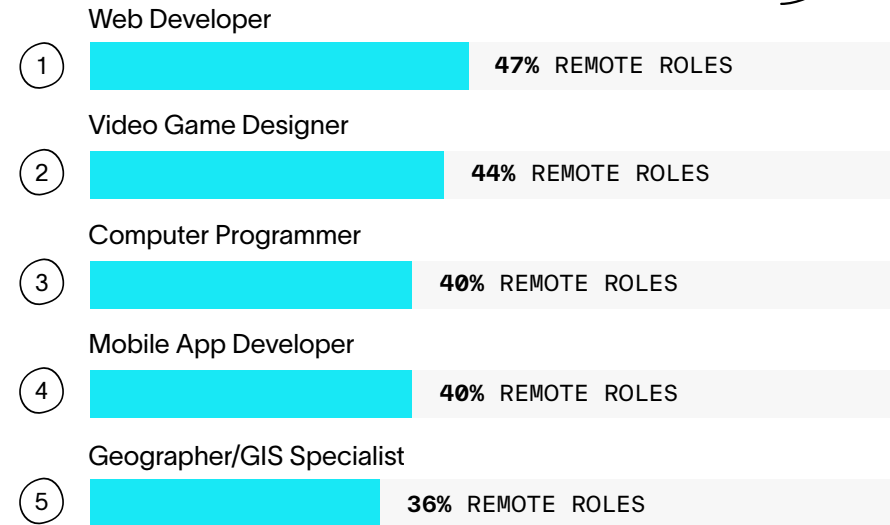
## European countries by share of remote postings

● 2019 ● 2022



Source: [Lightcast](#)

## Top occupations for remote work in the US in 2022



## Fastest growing remote occupations in the US from 2019-2022

- 1 Medication Aide/Technician ↗ +5933% GROWTH IN REMOTE ROLES
- 2 Order Processor/Order Entry Clerk ↗ +1978% GROWTH IN REMOTE ROLES
- 3 Credit Analyst/Authorizer ↗ +886% GROWTH IN REMOTE ROLES
- 4 Tax Manager ↗ +607% GROWTH IN REMOTE ROLES
- 5 Occupational Therapy Assistant ↗ +478% GROWTH IN REMOTE ROLES



# Artificial intelligence (AI) is creating new jobs

Demand for AI and related skills has significantly increased across global labour markets, with the US and UK leading the charge. Since 2014, the share of total postings in AI fields has more than tripled in the US, UK, and Canada.

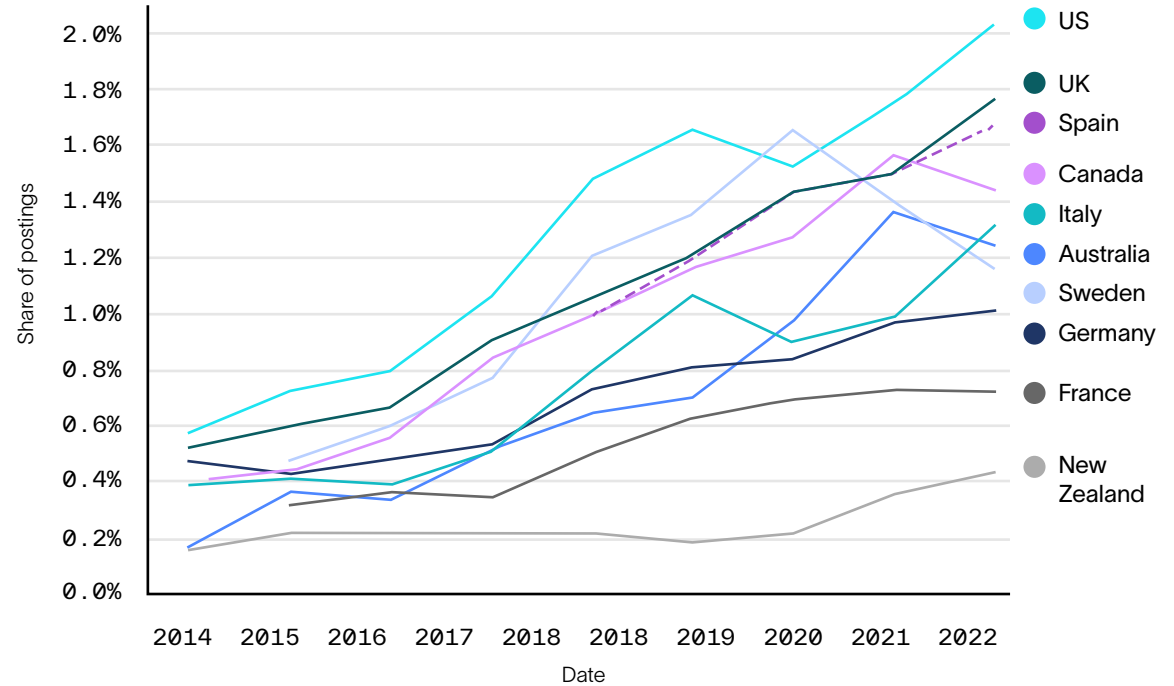


"Lightcast data has been key for our L&D customers to anchor their skill strategies off market data. This makes sure they have the right skill to market fit to drive business success. In the current market conditions, it's essential to understand the skills your team needs today and in the future.



**JEFF FISSEL**  
VP Solutions, Learning  
Technologies Group

### AI share of total postings



Source: [Lightcast](#)

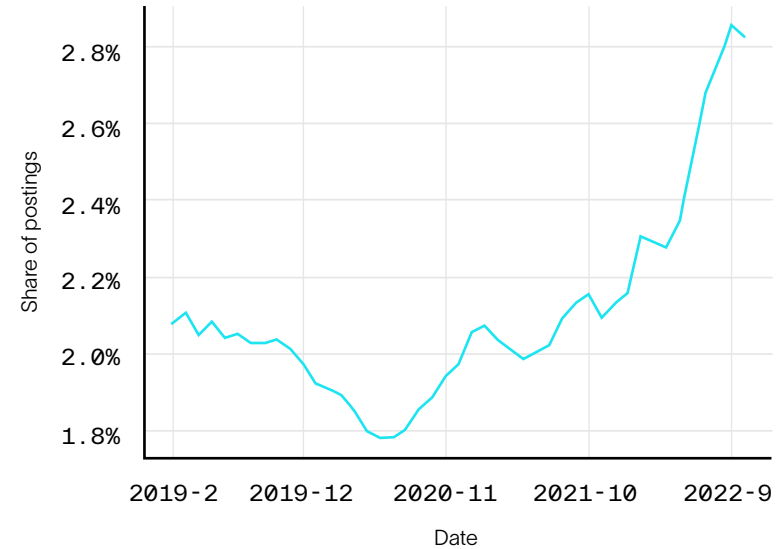




# Green jobs are growing globally, with Germany, the US, and Canada leading the way

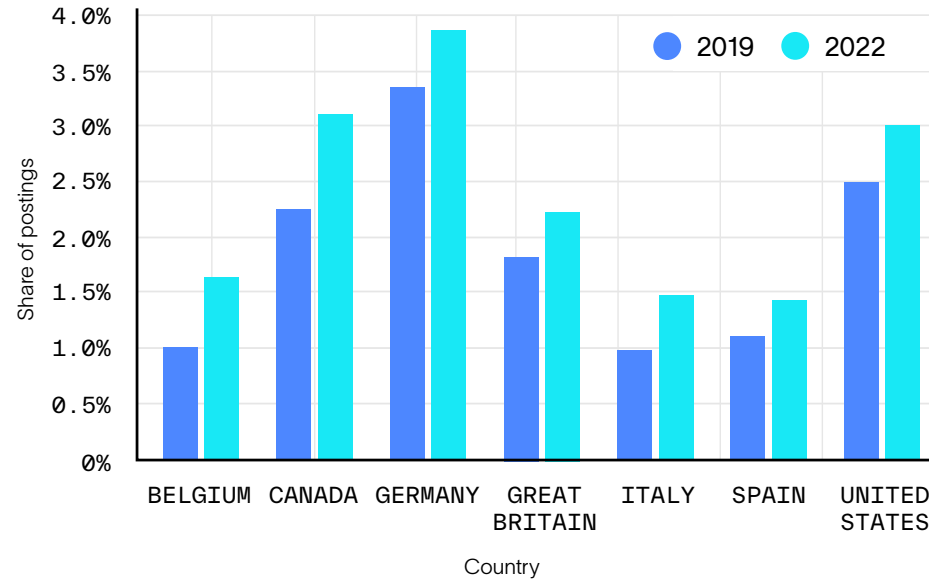
In the United States, demand for green jobs has grown by over 50% since 2019. And globally, we've seen substantial growth in green postings across many countries in the EU. The EU has a greater policy focus on net zero and emissions reduction efforts, which may explain the boost in green jobs.

Green jobs demand over time for the United States



Source: [Lightcast](#)

## Green job growth by country



Source: [Lightcast](#)



# Strategies for recruiting + retaining employees in 2023

## 1. Evaluate which roles can be remote.

Think outside the box, and use our tools to your advantage. If your dev roles aren't currently remote, adjust that. Or, risk losing top talent to more flexible competitors.

## 2. Develop remote leadership + management training.

Most of your leaders and managers will be working with at least one distributed team member. Make sure they're prepared to handle hybrid, remote, and flexible work as a team.

## 3. Find out what benefits employees want and what your competitors are offering.

Using [Lightcast job postings data](#), you can give it to them. Both new hires and your current employees. More on the latest benefits employees want in Section 4.

## 4. Leverage data to optimise hiring + ongoing employee engagement.

Do you have a good sense of what comparable roles' salaries look like in different areas? How about for emerging roles like AI jobs or green jobs? Use [labour market data](#) to keep up with industry trends, from salary, to employee expectations, to workplace environment.

## 5. Offer remote work, and make sure it's engaging and seamless.

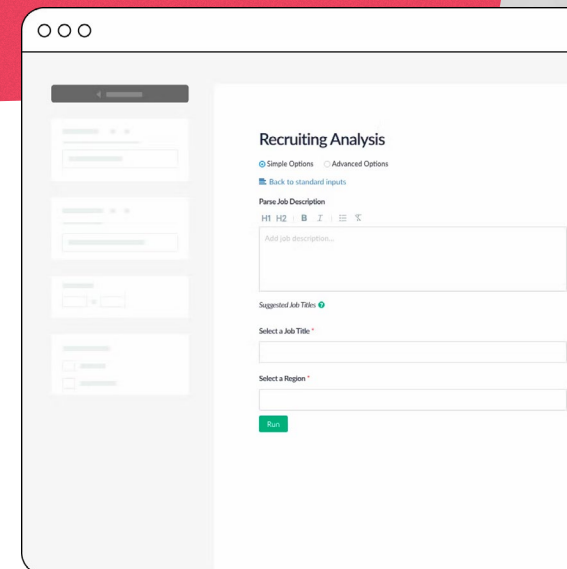
Despite specific companies stating return-to-office policies, remote work continues to increase and is not slowing down anytime soon. It's time to fully invest in remote and hybrid collaboration technologies, and adjust your company culture to support this new way of working.

## 6. Expand your talent pool globally by tapping into remote workers.

[Lightcast global data](#) illuminates a far larger talent pool than regionally available. Opening up your workforce means that you might not have to pay overtime for employees who were working off-hours, among other benefits.

Find qualified pools of candidates around the world using Talent Recruit

[Learn more](#)





## SECTION II

# Skills Trends

In 2022, we published ground-breaking research on the “degree reset.” [Employers have increasingly been hiring based on skills, not college degrees](#), and it’s giving them a competitive edge during a labour shortage. In the US alone, over the next five years, this could lead to 1.4M+ new jobs for folks without traditional degrees, providing more equitable access to the workforce.

“Jobs don’t require four-year college degrees, employers do.”

From [The Emerging Degree Reset Report](#)



## Skills Trends for 2023



### Technology has impacted skill requirements, and in-demand skills are changing

We looked at the emergence of new skills and the change in importance to create the [Skill Disruption Index](#). The biggest impacts have been the pandemic and technology, and more roles now require technical or digital skills. Additionally, in the top quartile of jobs, 76% of the top 20 requested skills have changed since 2016.



### Top specialised skills that employers are hiring for include Figma, NFTs, Web 3.0, and Jira Align

The fastest growing specialised skills are machine learning operations, which relates to data management and analysis, TikTok, which is becoming the [primary search engine for Gen Z](#), and Jira Align, an Agile project management tool for engineering teams.



### Telecommuting and virtual collaboration are in-demand for all jobs, not just remote roles

The top general skills that employers hired for in 2022 were related to remote work — telecommuting and virtual collaboration — and both saw over 200% growth in the US.





## Skills Trends for 2023



### **Adaptability and innovation-related skills are growing with the boom in new apps and tools**

Skills associated with innovation and adaptability are also top of the list, like growth mindedness, intrapreneurship, and adaptive leadership.

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### **AI growth has led to new demand for machine learning-related skills**

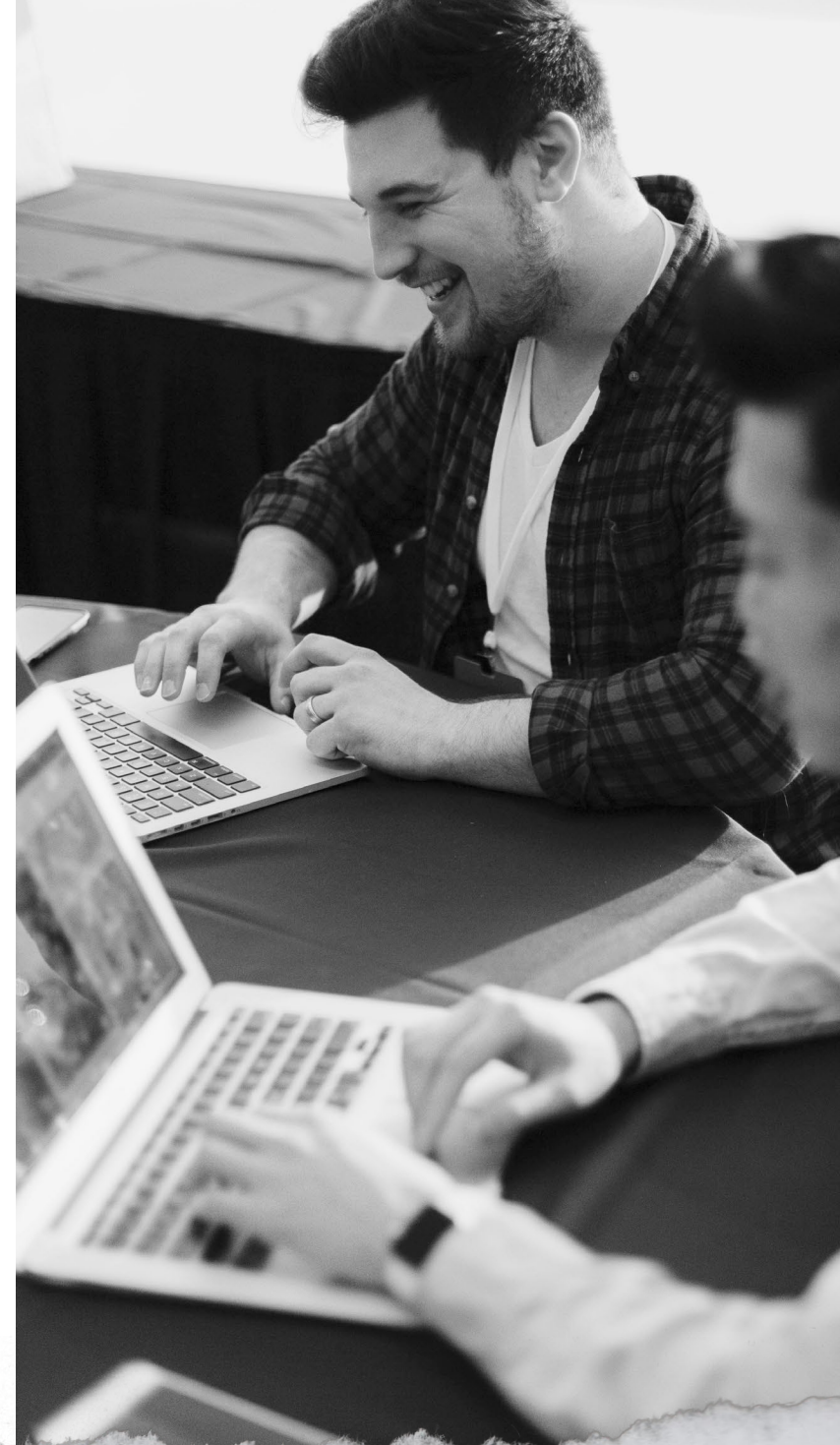
The #1 specialised skill is machine learning operations, which is growing globally in tandem with demands for AI.

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### **Green jobs are increasing, and so are skills related to net zero**

Two of the top ten emerging roles are centered around sustainability, so it's no surprise that net zero is a top ten growing skill. Net zero skills include energy production and use, along with newer requirements for clean energy.



## US Top Growth Skills: Common/Human General personas

- 1 Telecommuting (+298%)**  
Average salary: \$78,800  
Top titles: Clinical Research Coordinator, Bilingual Spanish Customer Service Representative, Software Engineer
- 2 Virtual collaboration (+239%)**  
Average salary: \$100,100  
Top titles: Business Analyst/Programmer, Lead Business Systems Analyst, Oracle Cloud HCM Consultant
- 3 Growth mindedness (+194%)**  
Average salary: \$75,800  
Top titles: Sales and Service Specialist, Store General Manager, Assistant Teacher
- 4 Intrapreneurship (+182%)**  
Average salary: \$142,000  
Top titles: Master Data Engineer, Rare Disease Specialist, Knowledge Engineer
- 5 Adaptive leadership (+134%)**  
Average salary: \$111,600  
Top titles: Portfolio Manager, Shop Service Manager, Regional Sales Manager
- 6 Change agility (+131%)**  
Average salary: \$90,500  
Top titles: Health Science Specialist, Agile Product Owner, Field Sales Representative

## US Top Growth Skills: Specialised Technical, role-related

- 1 Machine learning ops (+2993%)**  
Average salary: \$149,100  
Top titles: Data Scientist, Machine Learning Engineer, Data Engineer
- 2 TikTok (+2366%)**  
Average salary: \$56,600  
Top titles: Social Media Manager, Social Media Coordinator, Social Media Specialist
- 3 Jira Align (+2331%)**  
Average salary: \$131,900  
Top titles: Scrum Master, Agile Coach, Agile Delivery Master
- 4 Non-Fungible Tokens — NFTs (+2289%)**  
Average salary: \$119,000  
Top titles: Global Operations Manager, Blockchain Developer, Business Strategist
- 5 Microsoft Power Platform (+1406%)**  
Average salary: \$119,900  
Top titles: Sharepoint Dev, Platform Dev, Dynamics 365 Dev
- 6 Process mining (+1127%)**  
Average salary: \$116,500  
Top titles: Internal Auditor, Internal Audit Manager, Transformation Manager





**7 Diversity awareness (+112%)**

**Average salary:** \$69,100

**Top titles:** Operations Coach, Complex Manager, Auto Care Center Manager

**8 Self evaluation (+100%)**

**Average salary:** \$65,100

**Top titles:** Registered Nurse, Elementary Classroom Teacher, Occupational Therapy Program Director

**9 Cultural responsiveness (+76%)**

**Average salary:** \$68,300

**Top titles:** Youth Development Counselors, Assessment Specialists, Special Education Teachers

**10 Compassion (+68%)**

**Average salary:** \$56,600

**Top titles:** Registered Nurses, Caregivers, Pharmacy Technicians

**7 Net zero (+1041%)**

**Average salary:** \$121,600

**Top titles:** Sustainability Manager, Sustainability Consultant, Carbon Analyst

**8 Web 3.0 (+1037%)**

**Average salary:** \$154,900

**Top titles:** Engineering Manager, Blockchain Engineer, Software Engineer

**9 QR codes (+1006%)**

**Average salary:** \$54,400

**Top titles:** Information Officers, Marketing Coordinators, Graphic Designers

**10 Figma (+705%)**

**Average salary:** \$117,500

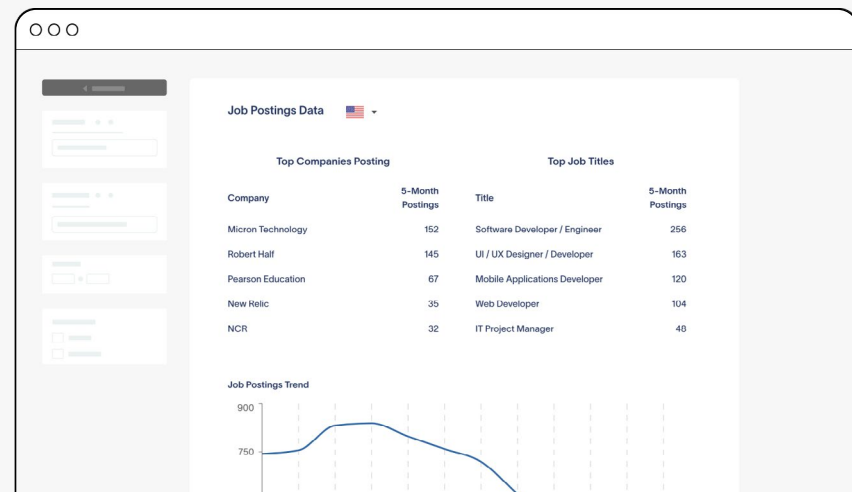
**Top titles:** Product Designer, UI/UX Designer, Visual Designer

Percent represents percent growth from 2019 - 2022

## Skills Library

Explore 32,000 skills that we've collected from hundreds of millions of job postings, resumes, and online profiles.

[Search for free](#)



## 2023 hiring + retention tips

- 1 **Remove degree requirements — hire based on skills and expand the pool of qualified candidates.**

Use the latest comparable skill data, like [Lightcast's open-source library of 32,000+ skills](#), to figure out exactly what qualifications you're looking for. Not just what you think you need.

- 2 **Change the way you search for talent.**

With changing job requirements, you'll find that your existing recruitment strategies may not translate. Look to your new applicant pool and expand your candidate outreach in new ways. Get on TikTok, perhaps?

- 3 **Invest in training, development, and reskilling/upskilling for those who are interested in emerging skills.**

Develop a culture of [reskilling and upskilling](#), starting even before your new employee's first day. Consider implementing paid training programmes for specialised skills if you have trouble finding candidates who have them.

- 4 **Employers are looking for individuals who are ready to develop themselves as well as their companies, people with an entrepreneurial mindset.**

Does a potential new employee have their own side hustle? Rather than steering away from candidates with side hustles, or who are content creators, embrace it!



### THOUGHTS FROM AN EXECUTIVE

"The US is facing a persistent and systemic labour shortage. The days of "ready-made" employees are fading as the baby boomers retire. Companies need to embrace a mindset that focuses on finding great people, upskilling them through training and mentoring, and launching them forward into the critical roles that will help the company meet their ambitions."



**RON HETRICK**

VP of Staffing Strategy and Senior labour Economist, Lightcast





## SECTION III

# Emerging Occupations

Aligning with remote trends, the two top growing roles in the US are Hybrid Remote Developers and Virtual School Speech Language Pathologists. In the UK, Hybrid Remote Developers have grown by a sky-high rate of 3,495%. There's been a continued expansion of C-suite roles, particularly in software and engineering departments, as well as those in IT.

US companies are increasing postings for global roles as they seek to recruit and retain talent internationally. Global Learning and Development Managers and Global Talent Acquisition Managers make the top 10 emerging roles.

Two of the occupations with the greatest growth rates among all degree jobs are green, and related to sustainability. In the EU countries we studied, these green occupations are growing at rates of well over 300%.



# US Top 10 Emerging Jobs

**1 Hybrid Mobile Developer (+2366%)**

Average salary: \$93,400

Top titles: Communications, management, accounting, leadership, Microsoft Excel

**2 Virtual School Speech Language Pathologist (+1132%)**

Average salary: \$92,400

Top titles: Speech-Language Pathology, Certificate Of Clinical Competence In Speech-Language Pathology, individualized education Programs, communication disorders, disabilities

**3 Chief Software Engineer (+962%)**

Average salary: \$166,800

Top titles: Software engineering, communications, leadership, computer science, coordinating

**4 Global Learning and Development Manager (+804%)**

Average salary: \$99,700

Top titles: Writing, adult education, auditing, needs assessment, communications

**5 Cybersecurity Sales Executive (+692%)**

Average salary: \$136,100

Top titles: Sales, cybersecurity, sales prospecting, Salesforce, network security

**6 Analytics Strategy and Transformation Manager (661%)**

Average salary: \$156,400

Top titles: Communications, leadership, management, influencing, operations

**7 Sustainability Consultant (+635%)**

Average salary: \$104,900

Top titles: Consulting, communications, presentations, management, leadership

**8 Energy and Sustainability Manager (+627%)**

Average salary: \$110,500

Top titles: Communications, operations, management, presentations, economics

**9 Data Scientist Consultant (+524%)**

Average salary: \$141,300

Top titles: Data science, machine learning, data analysis, Python (programming language), communications

**10 Global Talent Acquisition Manager (+448%)**

Average salary: \$126,000

Top titles: Talent acquisition, communications, leadership, problem solving, operations





## How to hire for emerging roles

First, understand what [skills you're looking for](#). Explore the keywords that people are using to hire for them. Then, plan out the future growth plans for these skills. For example, if you plan to expand your company globally, you'll need someone with a background in talent acquisition and operations. This role could end up leading a team, so they'll need leadership skills. Consider your needs today, in six months, and in two years.

## Creating optimised job descriptions with specialised skills

To write an effective job posting, especially for emerging roles with specialised skills, use the data that you have available. The easier it is for the right person to find this role, the more success the candidate will have once they're hired. Use tools like the free [Job Posting optimiser](#) to craft strategic job descriptions to attract qualified applicants.



### THOUGHTS FROM AN EXECUTIVE

"The labour market looks completely different from pre-pandemic norms. Recent shifts have led to headcount reductions, workers are looking for new roles, and employee expectations have changed dramatically. Organisations that aren't accurately measuring people data are going to struggle to adapt and stay resilient in this new environment."



**BRETT SCHWARZ**

Co-Founder & VP Product Alliances,  
Visier, Inc.



## SECTION IV

# Compensation, Wage Transparency, + Benefits

Over the last few years, as the labour market has tightened, employers across the globe have been having to readjust their hiring strategies to compete for scarce talent. This has included more flexible working, increased benefits, and greater wage transparency.

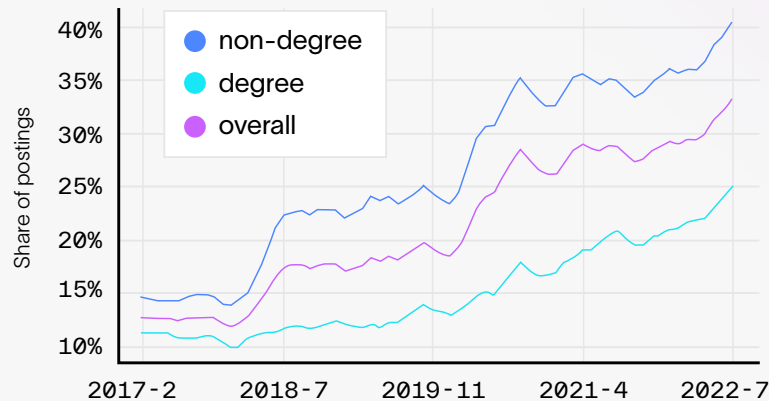
Looking at the US as an example, along with more pay transparency, we're seeing overall growth in wages, especially among those from lower wage levels and non-white employees, which may indicate that the wage gap is shrinking. As for benefits — recent trends show a rising interest in longer-term benefits, like retirement packages and tuition assistance over shorter-term perks like sign-on bonuses.

*Workforce intelligence provides the latest data for strategic compensation packages.*

## Employers are including wages in job postings over 2X more than in 2017

For non-degree positions, the share of postings advertising a wage has increased to over 40%. Degree position postings are on the same trajectory, with the share advertising salaries now reaching 25%.

Postings including advertised wages



Source: [Lightcast](#)

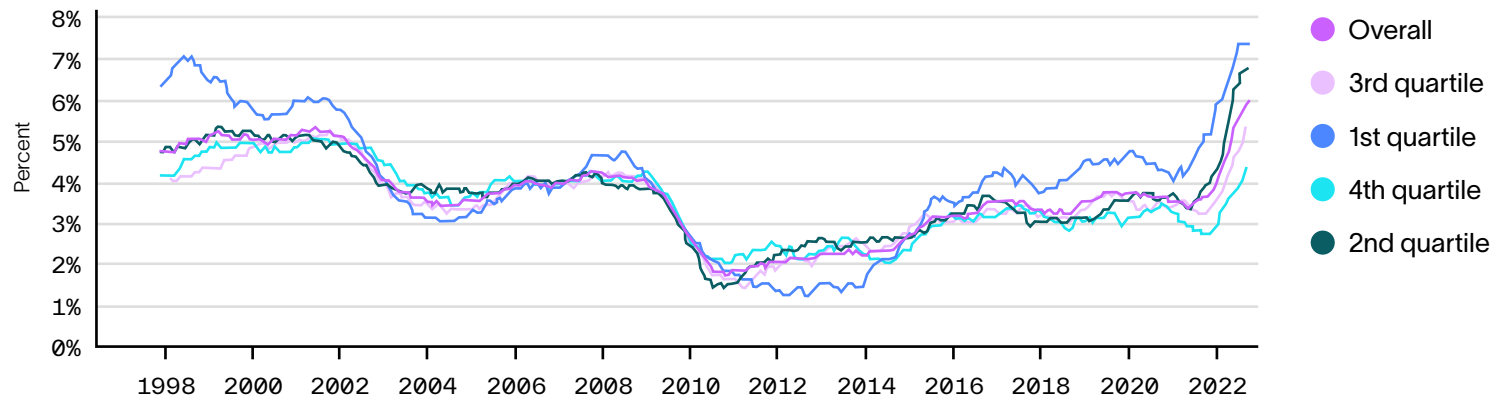


# Wage growth in historically underpaid groups is helping close the gap

Wage growth in 2022 has been the highest for the lowest wage levels and for non-white employees, which could suggest that the wage gap is shrinking. Job switchers are also making more than ever before — employers, how are you investing in employee retention this year?

## Wage growth tracker by wage level

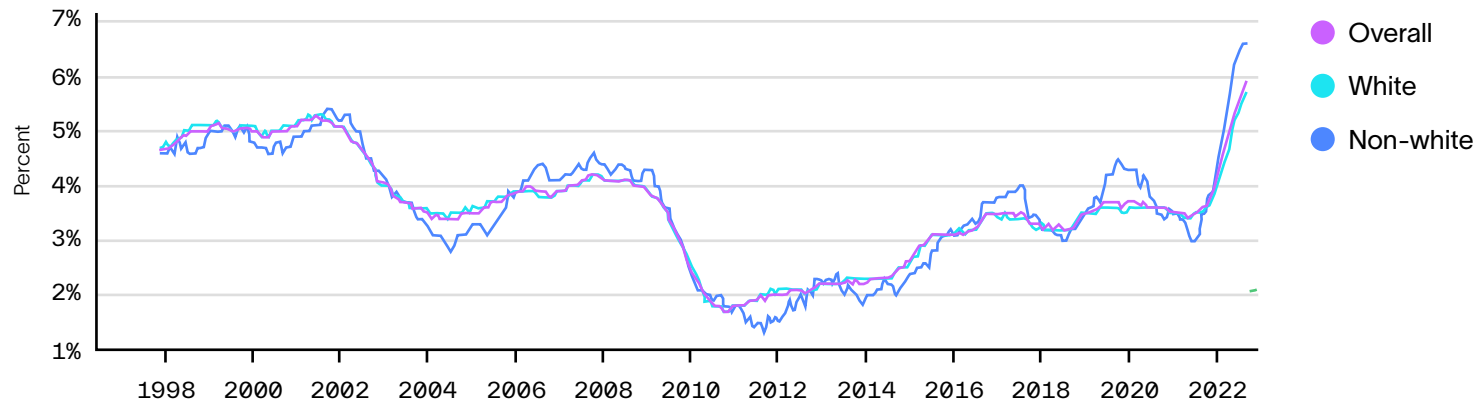
12-month moving average of median wage growth for each category, hourly data



Source: [Atlanta Fed](#)

## Wage growth tracker by race

12-month moving averages of median wage growth, hourly data



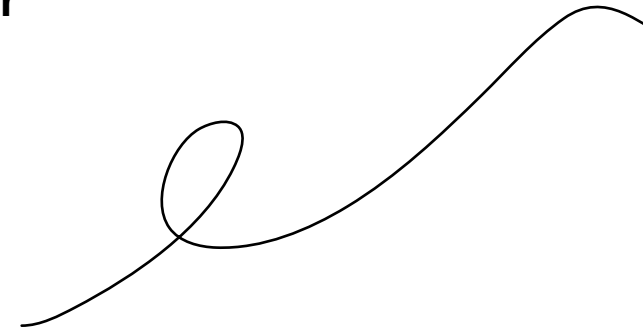
Source: [Atlanta Fed](#)



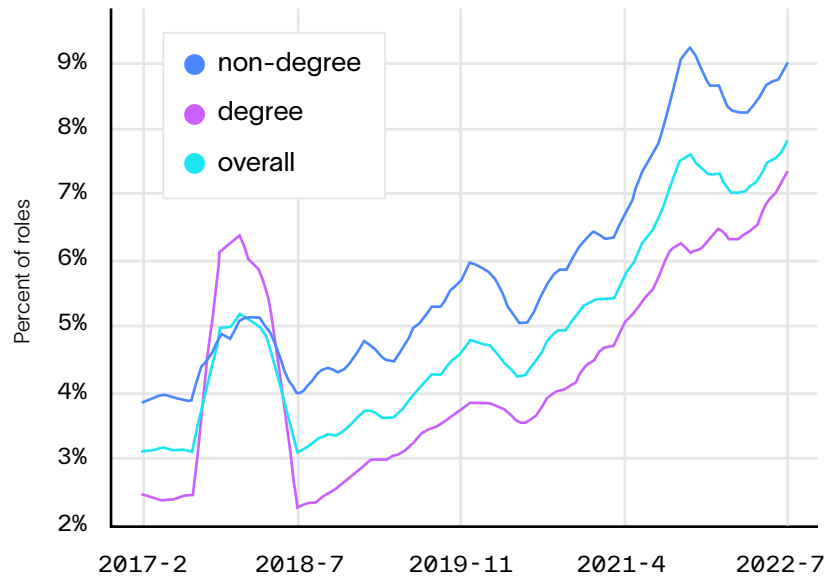


# Long-term benefits like tuition assistance are growing faster than shorter term benefits, like sign-on bonuses

Employers are still moving toward increasing overall benefits for their employees. Longer term benefits, like tuition assistance and retirement benefits, are still growing in use as an incentive to entice applicants. Shorter term benefits, like sign-on bonuses and on-the-job training have decreased slightly, but are still appearing in postings at high rates overall.

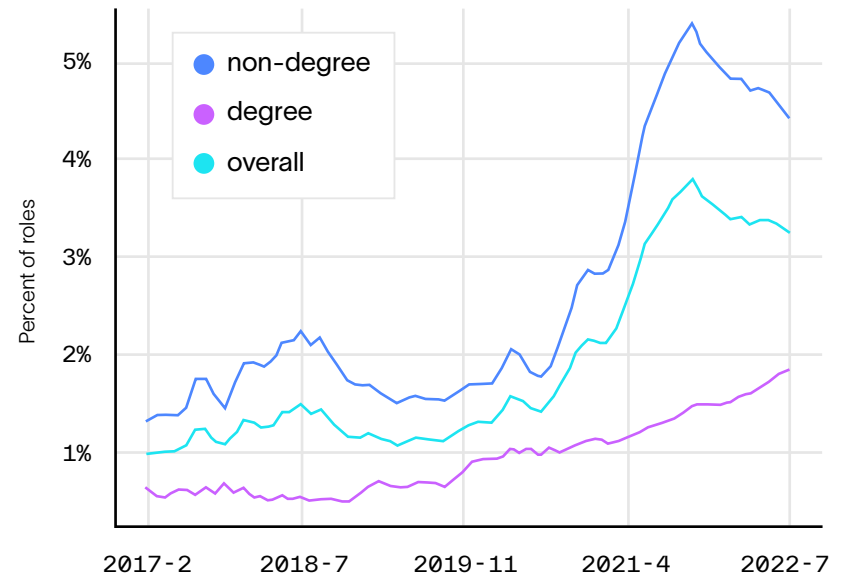


### Tuition assistance rate



Source: [Lightcast](#)

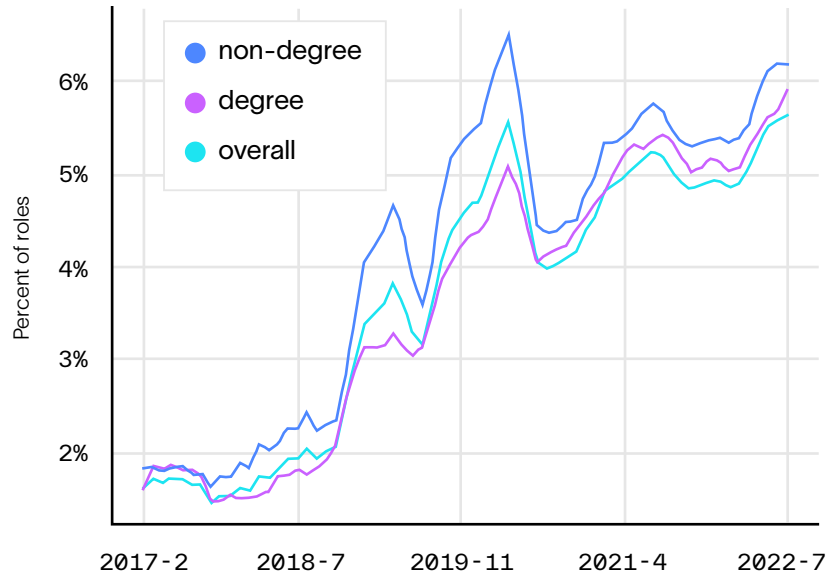
### Sign-on bonus rate



Source: [Lightcast](#)

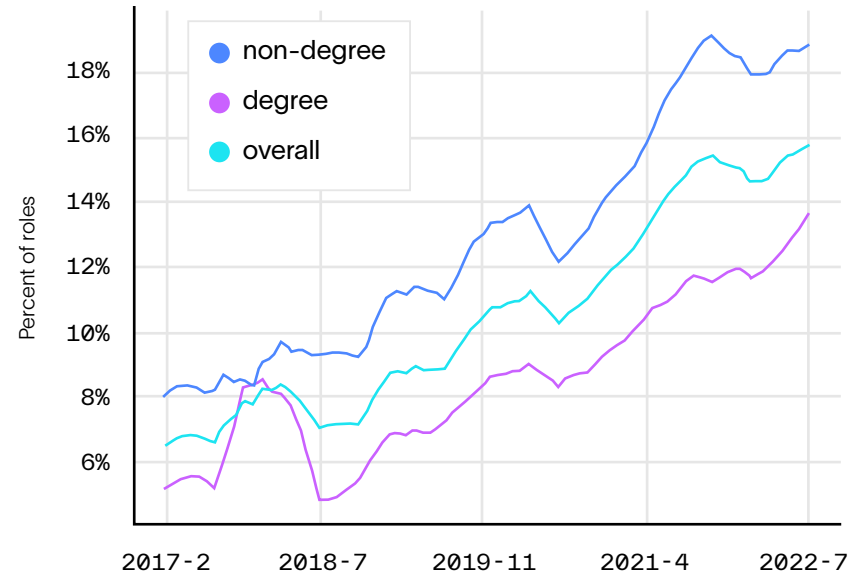


## Retirement benefits rate



Source: [Lightcast](#)

## Overall bonus rate



Source: [Lightcast](#)

### 2023 PLANNING TIP

Create transparent job descriptions, salaries, and benefit packages using current data to attract and retain qualified applicants.



### THOUGHTS FROM AN EXECUTIVE

“The top two skills for employees to have in 2023 are hybrid communication and virtual collaboration, showing how valuable remote work experience is to growing businesses. Invest in remote technology and training to set employees up for success and create a strong hybrid culture. That’s how companies will attract and retain top talent this year.”



**ASHLEY KARR**  
Head of Marketing, Owl Labs



## SECTION V

# 2023 Talent Planning Guide

### STEP 1

## Company-Wide Alignment

- Set company-wide growth goals.
- Understand the current labour market as a team.
- Identify roles that can be remote or globally-sourced.

### Resources

[How to Build a Global Talent Acquisition Strategy](#)

[Guide to Improving Recruitment, Retention, Advancement, and Equity](#)

[Global Talent](#): Transparent labour market data for global research.

### STEP 2

## Revenue Optimisation

- Evaluate talent acquisition, retention, and training costs from the past few years.
- Analyze software, headcount, and training costs.
- Look at metrics like time to hire, retention rates, turnover rates, and DEI data.
- Measure the ROI of talent management programmes on an ongoing basis.

### Resources

[Talent Analyst](#): labour market data for people analytics.

[Talent Transform](#): Easily store, translate, and customize your job architecture to deliver crucial role information and skill insights.

[People Impact Gap Analysis from CFO magazine](#)





## STEP 3

### Data-Driven Talent Management

Align new headcount with areas in the company driving value.

Adjust existing salaries for market rates.

Review talent needs based on skills and identify skill gaps.

Create optimised job descriptions and roles to attract qualified candidates.

#### Resources

**Skills Extractor**: A free tool to find useful and in-demand skills in your job postings or resumes.

**Job Posting optimiser**: Create strategic job descriptions to attract the right candidates.

**How to Implement a Transparent Skills-Based Talent Strategy**

**Talent Analyst**: Complete labour market data for people analytics

## STEP 4

### Training + Development

Create training programmes designed around skill gaps.

Conduct ongoing reviews of programmes and incorporate data + employee feedback.

Develop and implement remote management training.

#### Resources

**Ideas for Better Upskilling**

**Recruit**: Intelligently recruit in any market for any skill

**Career Pathways**: Use data to help employees advance into roles based on adjacent or overlapping skills.



## Closing

In 2023, it's all about that data. We're rethinking talent strategy from the ground up. Data-driven talent management has the potential to save companies hundreds of thousands of dollars per employee every year. Plus, it helps make career pathways more equitable and transparent. Turn to resources you can trust that have the latest global data, and make them part of your talent strategy in the year ahead.

### Methodology

Lightcast provides the world's most detailed information about occupations, skills in demand, and career pathways, supplying [key labour market insights](#) to executives. Dozens of sources, including data from government agencies, provide a long-term view of occupations, compensation, and the broad forces shaping the labour market. Incorporating over 18 billion data points in a simple, accessible set of tools, we deliver all the data you need in one place.

This report was created in collaboration with [CXD Studio](#).



# Let's plan your 2023 workforce strategy together, with data.

Find out how Lightcast can help you uncover opportunities, refine your talent strategy, and grow your business with data tools built for you.

Snag your demo spot

