

2024

ESP IT 2024 SALARY GUIDE & MARKET INSIGHT



Twin Cities
Metro Area
**Technology
Salary Guide**



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ESP IT 2024 SALARY GUIDE & MARKET INSIGHT

METHOD:

Our 2024 salary guide presents data gathered and analyzed from a variety of Minnesota companies, including established Fortune 500, mid-sized organizations, and smaller emerging businesses. We compared our numbers, using actual salaries from our recent placements and market observations from our recruitment team, with those available from several national resources. Our market insight is gathered from our team of industry experts and supplemented with national and local research from organizations including the MN Department of Employment and Economic Development (DEED) and the US Bureau of Labor Statistics (BLS).

THE SALARY RANGES:

Salaries shown are base pay ranges for full-time employees and take into account differences based on years of experience, department staff size, and overall organization size. Within each job title, we differentiated based on years of experience to best reflect market value and help clients determine the experience level they can require. The pay ranges do not account for discretionary bonuses or other compensation.

Our observation over the decades has shown that years of experience tend to have the most significant impact on pay rates in technology and we analyzed our

ranges accordingly. While an organization's size may have some effect on salary, we have found that is a less reliable indicator of compensation leveling. More significant factors usually include medical insurance, vision dental coverage, life insurance, retirement incentives and other ancillary benefits.

INSIGHT FOR 2024 HIRING:

In the previous year, the prevailing mindset among numerous organizations was to pursue growth at any expense. The availability of capital, as well as pent up demand and delayed project timelines led to a hiring frenzy, as companies aimed to outpace their competitors. However, it has become evident that this approach to growth is not sustainable, as revenues failed to align with hiring projections. As a result, organizations are now undergoing a process of recalibration. Furthermore, the current job market has entered uncharted territory, with exceptionally talented individuals from across the United States and the world competing more directly than ever before.



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SOFTWARE & APPLICATIONS DEVELOPMENT:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Manager	\$128,000 - \$130,284	\$134,230 - \$158,823	\$160,994 - \$179,982
Project Manager	\$103,000 - \$116,300	\$117,766 - \$133,522	\$136,000 - \$158,000
Scrum Master	\$93,300 - \$106,125	\$111,500 - \$124,625	\$127,992 - \$148,217
Mobile Apps Developer	\$110,000 - \$118,000	\$110,740 - \$134,260	\$144,060 - \$171,500
Software Engineer	\$92,000 - \$109,000	\$110,000 - \$135,000	\$137,000 - \$183,000



Demand for new digital products/services is rising rapidly, prompting businesses to invest heavily in IT to stay competitive. Many companies now identify as tech companies and are increasing IT budgets and salaries to retain skilled software and application development teams.

WEB DEVELOPMENT:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Web Developer	\$72,000 - \$96,000	\$98,000 - \$116,000	\$118,000 - \$137,000
Front-End Web Developer	\$96,000 - \$104,000	\$113,000 - \$138,000	\$142,000 - \$168,000
Web Administrator	\$74,125 - \$86,500	\$88,250 - \$104,825	\$104,000 - \$122,330
E-Commerce Analyst	\$88,250 - \$95,500	\$96,125 - \$112,750	\$116,790 - \$134,895

As consumer buying behavior continues to drive forward through digital engagement, companies are increasing investments to improve user experience by creating better portals, websites, and customer-facing applications.



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SECURITY:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Information Systems Security Manager	\$142,125 - \$153,500	\$153,725 - \$168,250	\$161,568 - \$192,000
Security Architect	\$143,000 - \$156,000	\$157,000 - \$168,000	\$162,000 - \$186,000
Security Analyst	\$86,190 - \$108,375	\$111,307 - \$135,405	\$135,405 - \$145,670
Security Engineer	\$92,074 - \$110,263	\$115,898 - \$137,145	\$137,145 - \$160,582
Network Security Administrator	\$78,285 - \$99,067	\$103,630 - \$122,795	\$126,000 - \$138,000



In the modern marketplace, strong cybersecurity posture is non-negotiable. Demand for cybersecurity is increasing as the business environment shifts to cloud storage space and internet administration. New threats from bad actors emerge daily, requiring businesses to be more proactive vs. reactive with cybersecurity matters.

DATA/DATABASE ADMINISTRATION:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Data Engineer	\$91,132 - \$111,731	\$117,286 - \$138,875	\$146,639 - \$171,631
Data Architect	\$126,420 - \$137,712	\$137,707 - \$162,015	\$165,201 - \$199,410
Data Scientist	\$120,099 - \$130,827	\$130,822 - \$153,914	\$158,480 - \$191,298
Data Analyst	\$73,000 - \$89,000	\$91,000 - \$112,000	\$115,140 - \$138,875

Data professionals are in high demand due to the increasing importance of data in business decision-making. As the adoption of cloud-based data storage, management solutions, and the emergence of edge computing for real-time data processing continues, the need to acquire and retain strong data engineers and administrators will be vastly important.

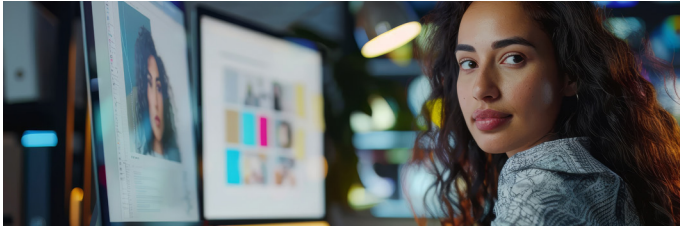


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CREATIVE:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
UI/UX Digital Interface Designer	\$78,000 - \$84,000	\$92,000 - \$117,000	\$122,760 - \$156,420
3D/CGI Artist	\$42,900 - \$58,500	\$59,500 - \$81,100	\$88,000 - \$116,000
SEO	\$48,461 - \$62,029	\$63,029 - \$75,586	\$76,341 - \$101,997



This market is becoming increasingly saturated and competitive. The rise of automation is changing the nature of design work, with many routine tasks being automated by machines. This shift means that the creative space will need to be adept at working alongside machines and using automation to their advantage. While the demand is still strong, it is important to be prepared for the challenges of a competitive and rapidly evolving field.

QUALITY ASSURANCE:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Testing Manager	\$97,525 - \$112,920	\$114,920 - \$130,112	\$133,433 - \$149,637
Test Automation Engineer	\$78,735 - \$89,002	\$89,002 - \$122,812	\$125,268 - \$137,170
Test Automation Architect	\$111,000 - \$124,875	\$125,875 - \$138,250	\$143,055 - \$159,120
QA Analyst	\$69,125 - \$81,550	\$82,100 - \$96,500	\$95,194 - \$111,013

The employment outlook for software developers, quality assurance analysts, and testers is positive, with an expected growth rate of 25 percent between 2021 to 2031, surpassing the average growth rate for all occupations. Quality Assurance will play a significant role in 2024, and businesses that fail to invest in QA teams will face a serious disadvantage.



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INFRASTRUCTURE & TECHNICAL SERVICES

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
Manager	\$114,000 - \$122,000	\$124,000 - \$139,000	\$144,840 - \$162,610
DevOps Engineer	\$108,000 - \$119,000	\$126,000 - \$155,000	\$153,000 - \$178,000
Systems Administrator	\$68,000 - \$79,000	\$81,000 - \$99,000	\$101,000 - \$130,000
Network Engineer	\$72,000 - \$89,000	\$90,000 - \$112,000	\$114,000 - \$134,000
Desktop Support	\$53,000 - \$58,000	\$61,181 - \$74,175	\$74,000 - \$78,000
Help Desk	\$39,000 - \$48,000	\$49,000 - \$60,000	\$61,610 - \$74,740



IT Infrastructure services play a vital role in reducing security risks related to sensitive information. By implementing robust security measures, such services help to prevent data breaches and leaks, ensuring that the security of your organization is always up-to-date and compliant with relevant regulations. Whether it's through firewalls, encryption, intrusion detection, or other means, IT Infrastructure services can provide a secure computing environment that safeguards against cyber threats and protects the integrity and supports your business operations in a physical and technical space.

EXECUTIVES:

JOB TITLE	1 - 3 YEARS' EXPERIENCE	3 - 7 YEARS' EXPERIENCE	7+ YEARS' EXPERIENCE
CIO	\$193,186 - \$211,702	\$211,702 - \$255,094	\$255,094 - \$324,318
CTO	\$186,312 - \$204,381	\$207,381 - \$243,285	\$248,285 - \$320,063
CISO	\$171,628 - \$189,316	\$189,316 - \$229,944	\$229,944 - \$307,329
VP of IT	\$168,915 - \$184,945	\$184,945 - \$219,630	\$219,630 - \$274,490
Director of Technology	\$154,804 - \$174,071	\$176,071 - \$203,367	\$210,367 - \$240,179

In the fast-changing business landscape of 2024, executives will face a wide range of external and internal pressures that can impact their organization's performance. To unlock their full potential and succeed in this complex environment, executives must carefully evaluate these challenges and find effective ways to navigate them. As a result, certain executive positions will play a critical role in helping organizations overcome the obstacles they will face in the coming year. These leaders will need to demonstrate agility, creativity, and strategic thinking to stay ahead of the curve and drive growth and success in the years ahead.



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MINNESOTA TECH MARKET TRENDS

- Minneapolis still ranks among the top 10 best metro areas for STEM professionals (8th overall).
- The Twin Cities ranks among the top 25 metro areas in the US in quality of life.

TOP 10 TECH JOBS IN MN:

1. Cloud Engineer
2. Database Developer
3. DevOps Engineer
4. Front-End Developer
5. Technical Support Professional
6. Network Administrator
7. Network Security Engineer
8. Software Engineer
9. Product Manager
10. Systems Security Manager

EMPLOYMENT:

- MN Unemployment Rate: 2.8% (3.1.2023)
- Tech Jobs are projected to grow in MN by 23% by 2030
- Private sector employment in MN has recovered to its pre-pandemic level (3.1.2023)

JOBS & SALARY:

- IT jobs make up about 4.1% of total employment in Minnesota, ahead of the national average of 3.6%
- Average IT industry salaries in MN are over \$20/hour higher than the average for all occupations in the state.
- Minnesota saw a 5.7% wage growth in 2022, ranking 24th among all the states, but ultimately fell short of inflation growth.

IN-DEMAND SKILLS:

1. Cloud Computing
2. Blockchain
3. Cybersecurity
4. Data Science
5. Internet of Things (IoT)
6. UI/UX Design
7. Software Engineering
8. DevOps
9. Artificial Intelligence
10. Augmented Reality and Virtual Reality



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NATIONAL TECH MARKET TRENDS

TOP 10 TECH JOBS IN THE US

1. Cloud Engineer
2. Database Developer
3. DevOps Engineer
4. Front-End Developer
5. Help Desk and Desktop Support
6. Network Administrator
7. Network Security Engineer
8. Software Developer
9. Software Engineer
10. Systems Security Manager

IN-DEMAND CERTIFICATIONS:

1. AWS Certified Solutions Architect – Associate
2. Certified Data Privacy Solutions Engineer (CDPSE)
3. Certified Cloud Security Professional (CCSP)
4. Certified Data Professional (CDP)
5. Certified Ethical Hacker (CEH)
6. Certified Information Security Manager (CISM)
7. Certified Information Systems Auditor (CISA)
8. Certified Information Systems Security Professional (CISSP)
9. Certified in Risk and Information Systems Control (CRISC)
10. Certified ScrumMaster (CSM)

IN-DEMAND SKILLS

1. Artificial Intelligence (AI)
2. Cybersecurity
3. Cloud Computing
4. Software Engineering
5. Software Development
6. Project Management
7. UI/UX
8. Data Analytics
9. Data Science
10. Programming

FASTEST GROWING SALARIES

1. Product Manager
2. DevOps Engineer
3. Program Analyst/Manager
4. MIS Manager
5. IT Management (CEO, CIO, CTO, VP, Director)
6. Cybersecurity Engineer/Architect
7. Systems Engineer
8. Help Desk Technical
9. Application Support Engineer
10. Network Engineer

TOP VALUED BENEFITS

1. Employer-covered Healthcare
2. Remote/Hybrid Work
3. Paid Time Off
4. Pension/Retirement Plans
5. Life Insurance
6. Mental Health Assistance
7. Flexible Hours
8. Student Loan Assistance
9. Childcare Assistance
10. Paid Sick Leave



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ESP IT PROVIDES THREE PRIMARY SERVICES TO OUR CLIENTS:



CONSULTING

Providing resources to clients for their technology projects.



DIRECT HIRE

We have 50 years of experience placing FTEs.



SOCIAL/ SOCIAL EVENTS

Community events connecting IT leaders throughout the Twin Cities.



PLACING PEOPLE FIRST:

With more than 15,000 success stories in the market — so far — ESP has a local reputation for consistently delivering exceptional service through a fast turnaround, recognizing culture-fit, and identifying technical matches for our clients and IT professionals.

Clients rely on ESP for our decades of experience with IT staffing; they work with us because of our proven commitment to quality and the long-term relationships we've built on integrity, confidentiality, and trust.

Consulting | Direct Hire | Social/Social Events



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