



NITIC

National Information Technology
Innovation Center

Labor Market Bytes


A data-driven briefing designed to inform IT faculty and workforce stakeholders of the latest employment trends, in-demand skills, and projections shaping the tech landscape.

March 2026

Database Management BILT – March 2026

The information included in this report is national data from the last three years, from March 2023 to March 2026, focused on the following database management SOCs: Database Administrators (15-1242), Database Architects (15-1243), and Data Scientists (15-2051). Job postings are all entry level with 0-3 years of experience and an associate degree required.




Job Postings Summary

<p>18,821</p> <p>Unique Postings</p> <p>42,848 Total Postings</p>	<p>2 : 1</p> <p>Posting Intensity</p>  <p>Regional Average: 3 : 1</p>	<p>5,545</p> <p>Companies Posting</p> <p>1.61M Total Companies</p>	<p>24 days</p> <p>Median Posting Duration</p> <p>Regional Average: 26 days</p>
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There were 42,848 total job postings for your selection from March 2023 to March 2026, of which 18,821 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting. Lightcast claims that posting intensity is an indicator of how much effort an employer is putting in to fill a position or the difficulty in filling a position. Typically, multiple postings represent different job posting platforms to reach a wider audience.

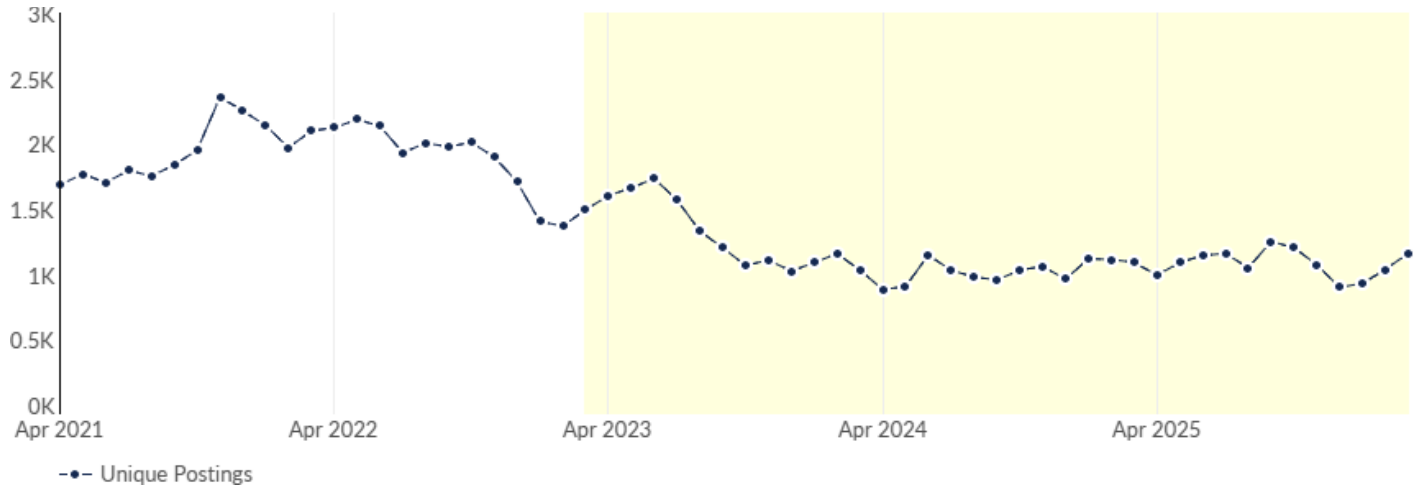
This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Top Posted Occupations

Occupation (SOC)	Total/Unique (Mar 2023 - Mar 2026)	Posting Intensity	Median Posting Duration
Data Scientists	22,380 / 9,311	2 : 1 	23 days
Database Architects	16,534 / 7,528	2 : 1 	26 days
Database Administrators	3,934 / 1,982	2 : 1 	25 days

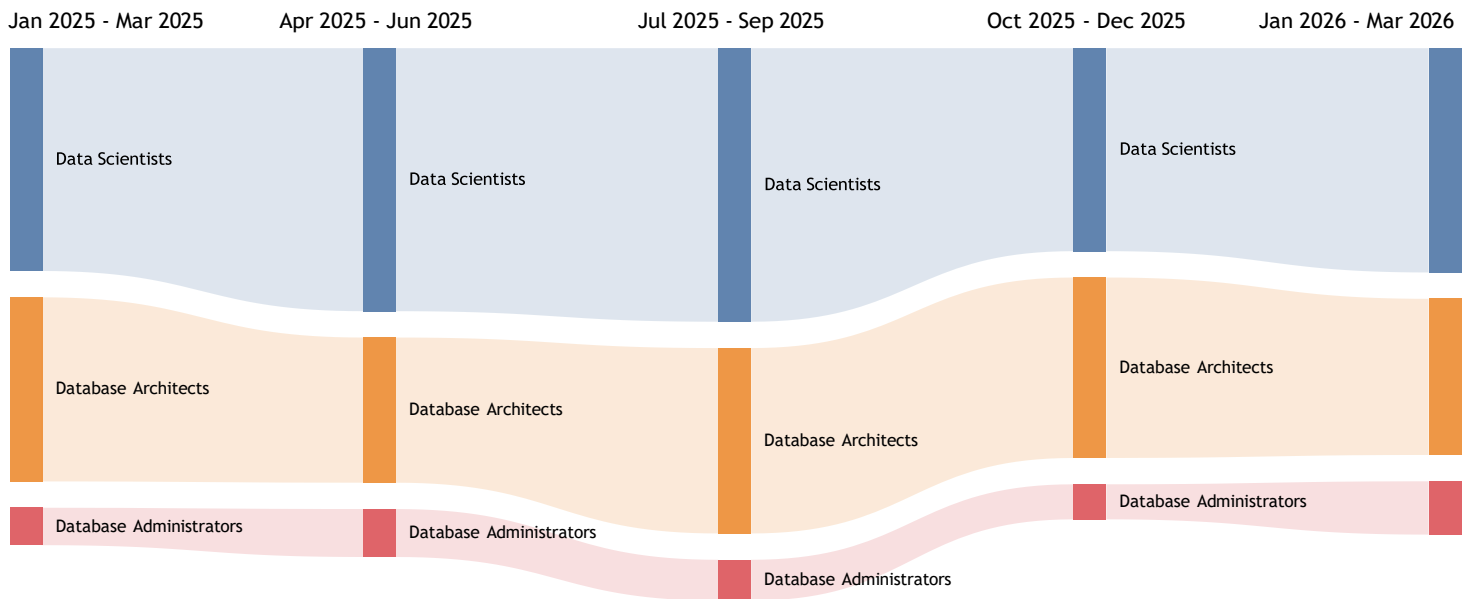
Unique Postings Trend

Postings from the last five years demonstrate a slower rate of job opportunities since the tech job boom during 2020 and 2021. The most significant changes occurred between 2022 and 2023 with rates leveling off at around 1000 postings in 2024 and 2025.



Occupation Trends in Job Postings by Quarter

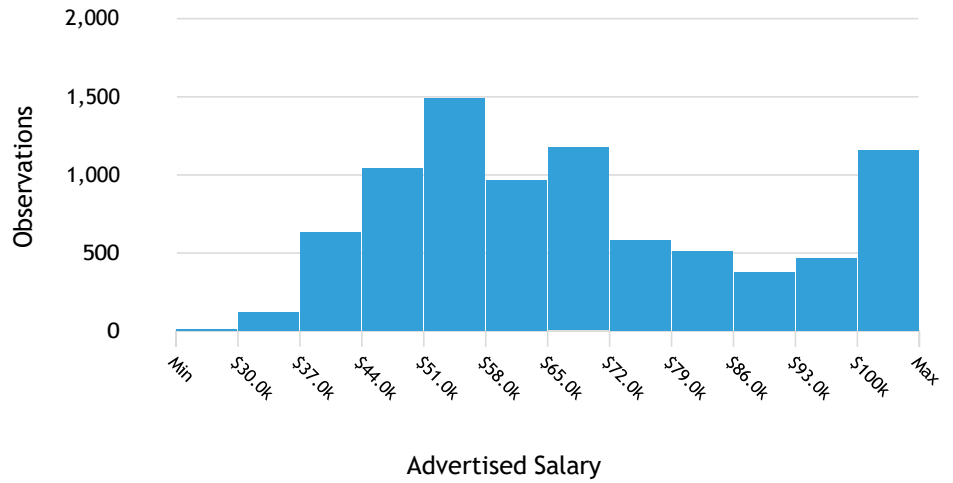
The chart below captures the postings trend for the top 3 entry-level occupations posted for. Data scientists make up the bulk of postings with architects and administrators below. While “scientist” and “architect” are not titles frequently associated with entry-level positions, this indicates an increased reliance on technician-level skills in high-level positions and the potential career ladder for candidates with an associate’s degree.



Advertised Salary

There are 8,491 advertised salary observations (45% of the 18,821 matching postings).

\$64.9K
Median Advertised Salary



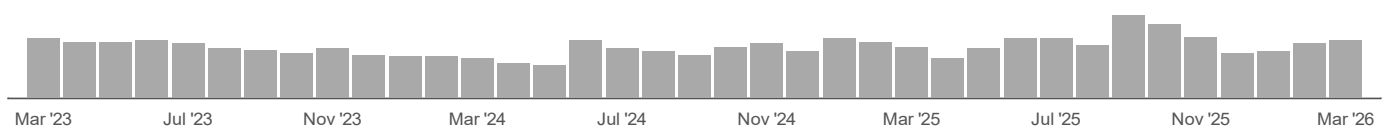
Advertised Salary Trend

Salaries have fluctuated between (+/-) \$5,000 within the last two years, representing some of the volatility that the broader economic environment and introduction of artificial intelligence in the tech world has brought. The stabilization of the posting rate and an overall increase in pay by 6.1% paints an encouraging picture for new degree holders entering the field.

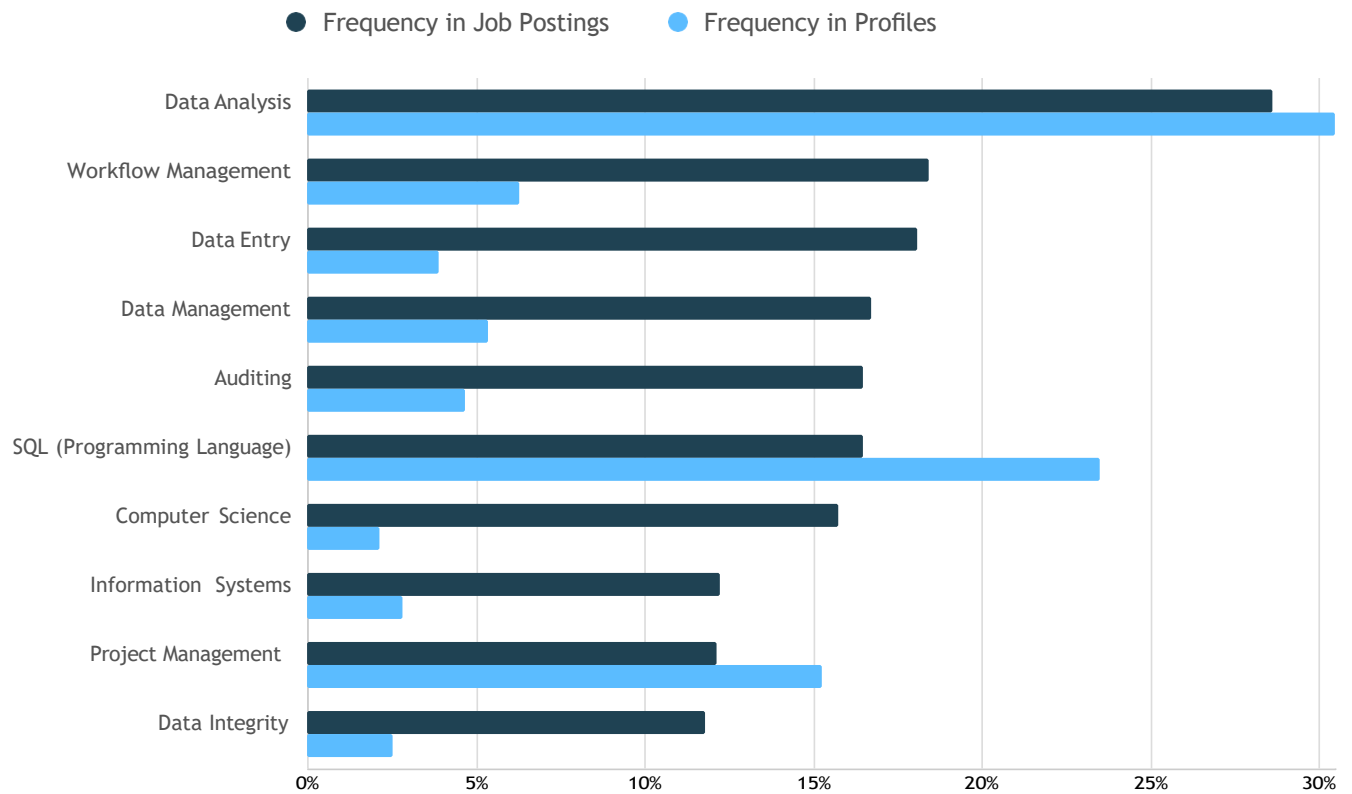
▲6.1% Mar 2023 - Mar 2026
\$64.9k Median



8,491 Job Postings



Top Specialized Skills













As is reflected across other IT labor market skills reports, analytical thinking and business process understanding continue to dominate the job market's necessary skills, while skills easily replaceable by artificial intelligence such as data entry and some basic coding are stable or lagging. There is a stark difference between required skills and skills advertised in candidate profiles, particularly in skills not explicitly tied to a degree program or industry recognized credential such as auditing and data integrity. Career education should focus on translating a candidate's educational outcomes to required job skills so both candidates and hiring managers are speaking the same language.











	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Data Analysis	5,386	29%	542,519	30%	+25.8%	Rapidly Growing
Workflow Management	3,465	18%	112,342	6%	+18.0%	Growing
Data Entry	3,406	18%	69,636	4%	+2.6%	Lagging
Data Management	3,148	17%	95,393	5%	+19.9%	Rapidly Growing
Auditing	3,103	16%	83,360	5%	+21.8%	Rapidly Growing
SQL (Programming Language)	3,099	16%	418,723	24%	+6.4%	Stable
Computer Science	2,967	16%	37,878	2%	+26.8%	Rapidly Growing
Information Systems	2,302	12%	50,662	3%	+21.6%	Rapidly Growing
Project Management	2,287	12%	271,596	15%	+19.8%	Rapidly Growing
Data Integrity	2,216	12%	44,897	3%	+15.2%	Growing

Top MSAs Posting

If most posting durations end in recruiting a successful candidate, many companies are hiring within 20-30 days of a posting uploaded with an average 2:1 posting intensity, which is at or below the national average posting intensity. Tech hubs and cities with government influence continue to dominate posting rates in IT.









Metropolitan Statistical Area (MSA)	Total/Unique (Mar 2023 - Mar 2026)	Posting Intensity	Median Posting Duration
New York-Newark-Jersey City, NY-NJ	1,332 / 687	2 : 1 	26 days
Washington-Arlington-Alexandria, DC-VA-MD-WV	1,063 / 507	2 : 1 	22 days
Dallas-Fort Worth-Arlington, TX	1,741 / 502	3 : 1 	24 days
Chicago-Naperville-Elgin, IL-IN	1,172 / 438	3 : 1 	30 days
Los Angeles-Long Beach-Anaheim, CA	1,013 / 419	2 : 1 	28 days
Atlanta-Sandy Springs-Roswell, GA	622 / 353	2 : 1 	23 days
Boston-Cambridge-Newton, MA-NH	699 / 338	2 : 1 	26 days
Minneapolis-St. Paul-Bloomington, MN-WI	688 / 310	2 : 1 	23 days
Phoenix-Mesa-Chandler, AZ	694 / 309	2 : 1 	23 days
Miami-Fort Lauderdale-West Palm Beach, FL	633 / 293	2 : 1 	24 days

Top States Posting

State	Total/Unique (Mar 2023 - Mar 2026)	Posting Intensity	Median Posting Duration
California	3,029 / 1,312	2 : 1 	24 days
Texas	3,605 / 1,311	3 : 1 	25 days
Florida	2,582 / 1,129	2 : 1 	24 days
North Carolina	2,731 / 1,028	3 : 1 	24 days
New York	1,861 / 918	2 : 1 	27 days
Illinois	1,885 / 746	3 : 1 	27 days
Ohio	1,681 / 704	2 : 1 	27 days
Michigan	1,575 / 650	2 : 1 	24 days
Virginia	1,395 / 598	2 : 1 	24 days
Georgia	1,041 / 527	2 : 1 	24 days

Top Posted Job Titles

Opportunities for candidates with entry-level skills and an associate's degree use titles such as “analyst”, “coordinator”, “specialist”, and “administrator”. Candidates who can align their skills with the appropriate position level in addition to their subject matter experience are likely to be more successful.

Job Title	Total/Unique (Mar 2023 - Mar 2026)	Posting Intensity	Median Posting Duration
Data Analysts	1,841 / 906	2 : 1 	22 days
Data Coordinators	753 / 429	2 : 1 	13 days
Data Specialists	711 / 341	2 : 1 	28 days
Database Administrators	697 / 319	2 : 1 	29 days
Data Managers	589 / 265	2 : 1 	28 days
Research Analysts	1,163 / 251	5 : 1 	29 days
Data Engineers	370 / 222	2 : 1 	19 days
Renewal Specialists	353 / 209	2 : 1 	31 days

Appendix - Data Sources

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography. All data was collected in April 2026.