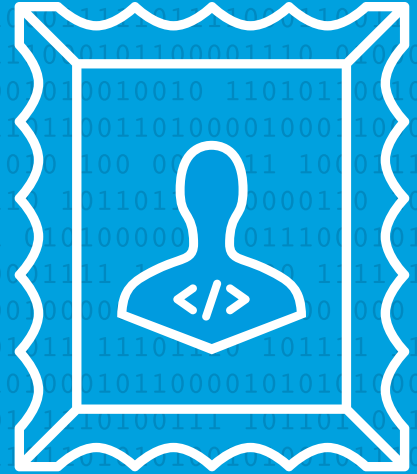# 2017's Most Wanted
Tech Employee

This HiringSolved research report paints a portrait of who top tech companies really want based on who they're actually hiring.

Executive Summary

With graduation looming on the horizon, students are working hard to spruce up their resumes and practice their interview skills. For those that have their sights set on the highly-coveted Silicon Valley tech world, competition is undoubtedly fierce. So, what will it take to bring the resumes of all those qualified candidates to the top of the hiring funnel? On the flip side, what skills, experiences and backgrounds are enterprise tech recruiters seeking in their hires, both entry level and beyond?

A high GPA and abundant extracurriculars are great, but these tech giants want more in a new hire. With hundreds of different programming languages, and increasingly busy schedules, students need insight into where they should direct their focus. Should they be learning Python or honing their Matlab skills? Why does one school have a disproportionate amount of alums flocking to Silicon Valley?

Simply put: we wanted to produce a portrait of the ideal tech hire of 2017. We hope these findings can help new graduates and tech job seekers alike get an inside look into the mind of a tech recruiter, and get their foot in the door.

– Shon Burton, Founder and CEO of HiringSolved

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Methodology

Using our own propriety artificial intelligence software, HiringSolved analyzed hundreds of millions of public profiles to determine which tech skills are most in demand, what recruiters are really looking for in candidates and what schools these candidates hail from.

Since our aggregator is constantly updating and piecing together traces that people leave all over the web, we have an incredible opportunity to reveal groundbreaking insights into which skills have the highest market demand. Using our skills API and an algorithm we developed to index skills volume, we can analyze in real-time what an ideal skill set looks like in the tech industry.

Our aim in this study was to identify which skills have the highest market value in tech by referencing who got hired for a position and what skills they had, rather than relying on terms used in employer job descriptions. We believe that our method paints a more transparent picture of the demand for tech skills than the leading tech companies are able to convey on their own. In this report, we used a combination of the top 25 Silicon Valley tech companies chosen by revenue in our query to our skills API.

Our study looked at 10,000+ candidates from 25 Silicon Valley companies who were hired or promoted to new roles from 2016 on. We used three methods to collect our data for both the overall and new graduate categories. Top skills were aggregated by indexing the skills of all candidates who were hired by the top 25 Silicon Valley companies in the past year. Top alma maters were collected and ordered by highest-volume of hires in the past year for those same companies. Top roles were chosen by indexing candidates' titles for new hires in the past year by the top 25 Silicon Valley companies.

Based on these findings, we have created a valuable guide for both new graduates and other tech jobseekers in 2017, as well as a resource for tech recruiters who are looking for the best candidates for their organization.
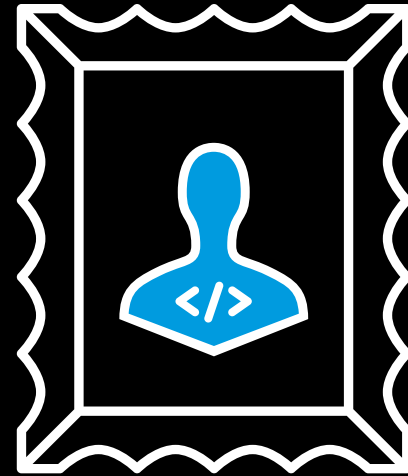
– Shon Burton, Founder and CEO of HiringSolved

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Portrait of 2017's Most Wanted Tech Employee (Overall)

We combined data about the hiring practices of the top 25 Silicon Valley tech companies to find out which skills and education backgrounds are the best indicators of successful job placement in 2017 tech. We also predicted the most likely job titles.

The query we built uncovered some common threads among recently-hired employees. Our skills API indexed the most frequently-appearing terms amongst the sample population and produced a skill cloud representation indicating the kind of employee tech companies want the most.

Presumably, if the skills cloud were an actual person, they would have first pick of job opportunities in 2017 tech. With our mass of data, we were able to communicate what Silicon Valley (and tech) wants better than they could articulate themselves. The idealized representation we produced gives jobseekers an idea of which skills will make them the most attractive candidates in 2017's tech jobs market.

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The 25 Most Wanted Skills in 2017 Tech (Overall)

1	Python	14	CSS
2	Java	15	MySQL
3	Cloud	16	VLSI
4	Linux	17	Shell
5	JavaScript	18	Eclipse
6	SQL	19	VHDL
7	Matlab	20	SOC
8	HTML	21	ASIC
9	Perl	22	XML
10	Go	23	PHP
11	Unix	24	RTL
12	iOS	25	TCP/IP
13	Git		

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The 25 Most Wanted Alumni in 2017 Tech (Overall)

Top alma maters were determined by volume of hires made by the top 25 Silicon Valley companies in the past year.

1 University of California, Berkeley
2 Stanford University
3 Carnegie Mellon University
4 University of Southern California
5 The University of Texas at Austin
6 Georgia Institute of Technology
7 University of Illinois at Urbana-Champaign
8 San Jose State University
9 University of California, San Diego
10 Arizona State University
11 University of Michigan
12 University of California, Los Angeles
13 North Carolina State University
14 California Polytechnic State University-San Luis Obispo
15 Cornell University
16 University of Waterloo
17 Texas A&M University
18 University of Washington
19 Purdue University
20 Massachusetts Institute of Technology
21 Santa Clara University
22 University of Phoenix
23 University of California, Santa Barbara
24 University of California, Davis
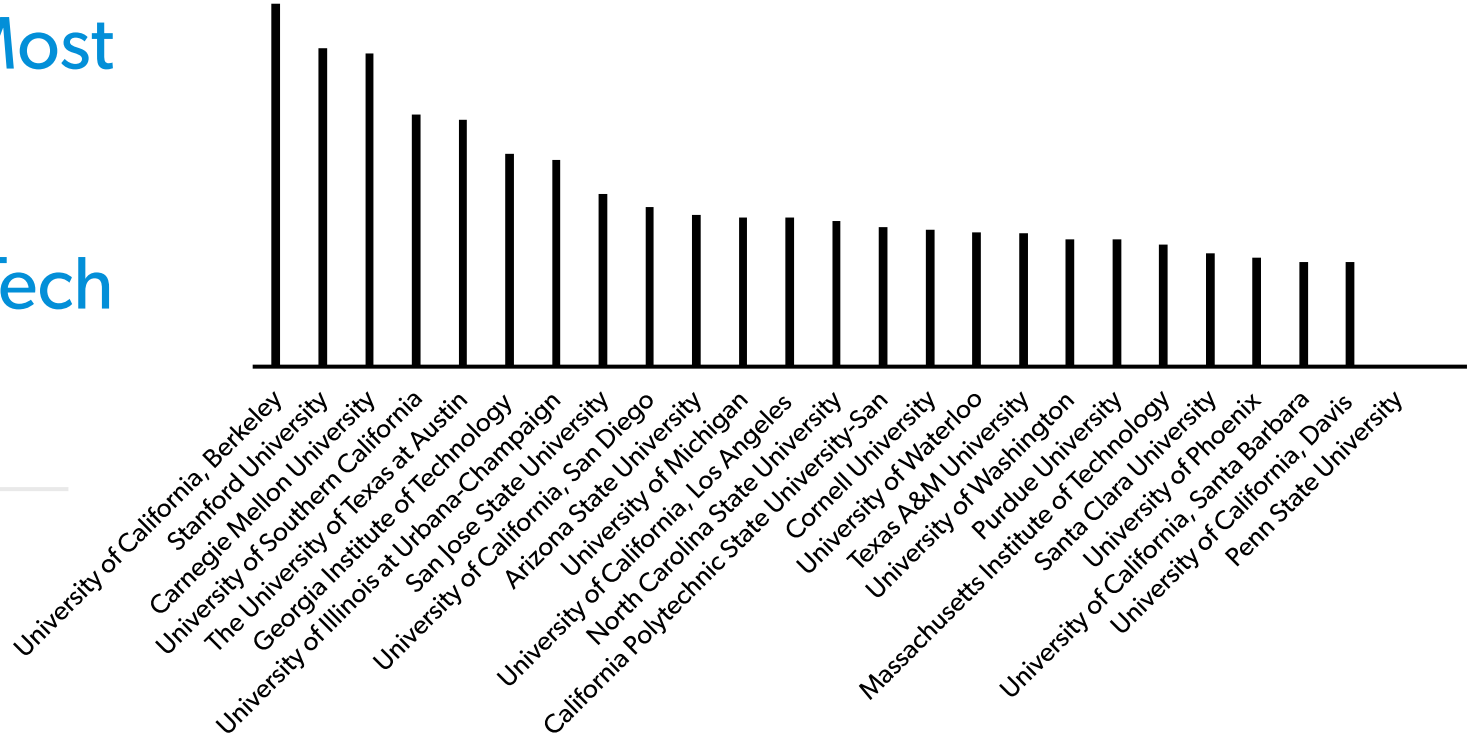25 Penn State University

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The 25 Most Wanted Alumni in 2017 Tech (Overall)

Top alma maters were determined by volume of hires made by the top 25 Silicon Valley companies in the past year.

Bar chart (universities, descending):
- University of California, Berkeley
- Stanford University
- Carnegie Mellon University
- University of Southern California
- The University of Texas at Austin
- Georgia Institute of Technology
- University of Illinois at Urbana-Champaign
- San Jose State University
- University of California, San Diego
- Arizona State University
- University of Michigan
- University of California, Los Angeles
- North Carolina State University
- California Polytechnic State University-San
- Cornell University
- University of Waterloo
- Texas A&M University
- University of Washington
- Purdue University
- Massachusetts Institute of Technology
- Santa Clara University
- University of Phoenix
- University of California, Santa Barbara
- University of California, Davis
- Penn State University

The 25 Most Likely Job Placements in 2017 Tech (Overall)

1	Software Engineer	14	Senior Consultant
2	Software Engineering Intern	15	Data Scientist
3	Senior Software Engineer	16	Systems Engineer
4	Project Manager	17	Network Engineer
5	Account Manager	18	Engineering Manager
6	Business Development Consultant	19	Technology Consultant
7	Program Manager	20	Technical Support Engineer
8	Product Manager	21	Network Consulting Engineer
9	Member of Technical Staff	22	Process Engineer
10	Business Analyst	23	Inside Sales Representative
11	Product Specialist	24	Research Scientist
12	Financial Analyst	25	Technical Specialist
13	Senior Member of Technical Staff		

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The 25 Most Likely Job Placements in 2017 Tech (Overall)

Bar chart of job placements (descending order):

- Software Engineer
- Software Engineering Intern
- Senior Software Engineer
- Project Manager
- Account Manager
- Business Development Consultant
- Program Manager
- Product Manager
- Member of Technical Staff
- Business Analyst
- Product Specialist
- Financial Analyst
- Senior Member of Technical Staff
- Senior Consultant
- Data Scientist
- Systems Engineer
- Network Engineer
- Engineering Manager
- Technology Consultant
- Technical Support Engineer
- Network Consulting Engineer
- Process Engineer
- Inside Sales Representative
- Research Scientist
- Technical Specialist

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Portrait of 2017's Most Wanted New-Grad Tech Employee

In this instance, we used the same technique as before but constrained the sample to only include graduates who ended school within the same year. The result was an extremely solid skill graph. These skills would verifiably make a candidate very attractive in the market right now.

Interestingly, cloud computing does not appear in the top 3 or even top 25 skills wanted out of new graduates. This could indicate either a departure from the technology or, more likely, the desire for more experienced applicants only.

Keep in mind that a new graduate who knows all of these technologies is extremely rare. Almost mythical. Yet, this portrait is essentially who tech companies truly want when hiring new grads whether they say it or not. Their hiring activity speaks for itself. A lot of the skills are certainly what students would learn in college, but we recognize how unlikely it is for the whole combination of them to be present in a singular new graduate. Nevertheless, these are the attributes that make for 2017's most attractive new graduate.
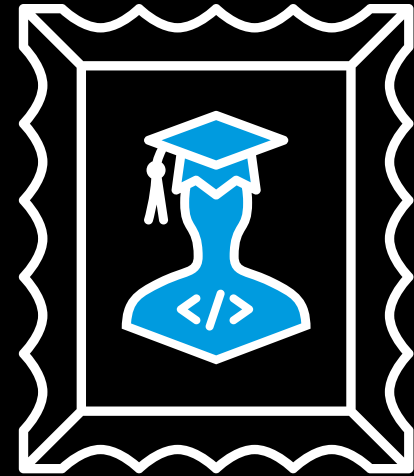
Our study of graduates included post-bachelor degree holders.

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The 25 Most Wanted New-Grad Skills in 2017 Tech

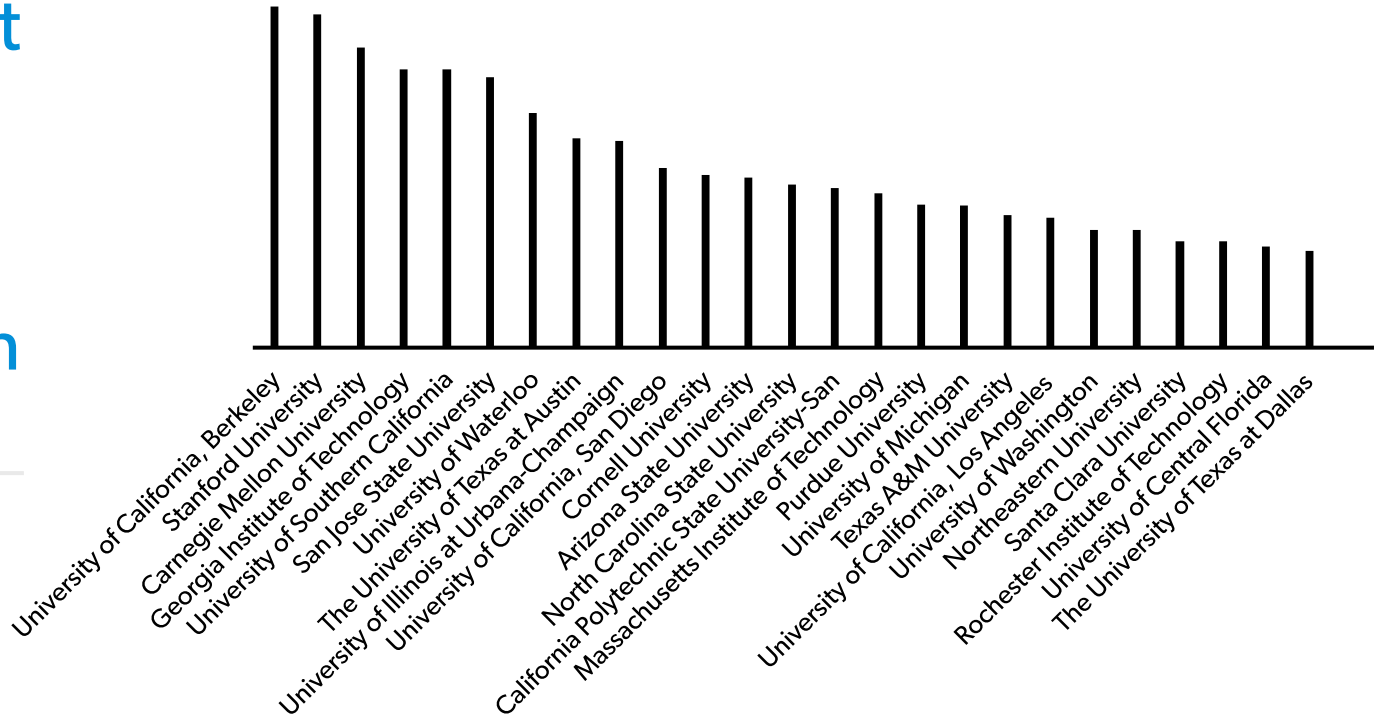|	
1	**Python**
2	**C++**
3	**Java**
4	**Algorithms**
5	**Matlab**
6	**Verilog**
7	**JavaScript**
8	**Linux**
9	**HTML**
10	**Gem5**
11	**CSS**
12	**Virtuoso**
13	**Cadence**
14	**Android**
15	**Latex**
16	**VHDL**
17	**Git**
18	**SQL**
19	**VLSI**
20	**MySQL**
21	**Caffe**
22	**SML**
23	**PHP**
24	**MIPS**
25	**Ruby**

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The 25 Most Wanted New-Grad Alumni in 2017 Tech

Top alma maters were determined by volume of hires made by the top 25 Silicon Valley companies in the past year.

1 **University of California, Berkeley**

2 **Stanford University**

3 **Carnegie Mellon University**

4 **Georgia Institute of Technology**

5 **University of Southern California**

6 **San Jose State University**

7 **University of Waterloo**

8 **The University of Texas at Austin**

9 **University of Illinois at Urbana-Champaign**

10 **University of California, San Diego**

11 **Cornell University**

12 **Arizona State University**

13 **North Carolina State University**

14 **California Polytechnic State University-San Luis Obispo**

15 **Massachusetts Institute of Technology**

16 **Purdue University**

17 **University of Michigan**

18 **Texas A&M University**

19 **University of California, Los Angeles**

20 **University of Washington**

21 **Northeastern University**

22 **Santa Clara University**

23 **Rochester Institute of Technology**

24 **University of Central Florida**

25 **The University of Texas at Dallas**

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The 25 Most Wanted New-Grad Alumni in 2017 Tech

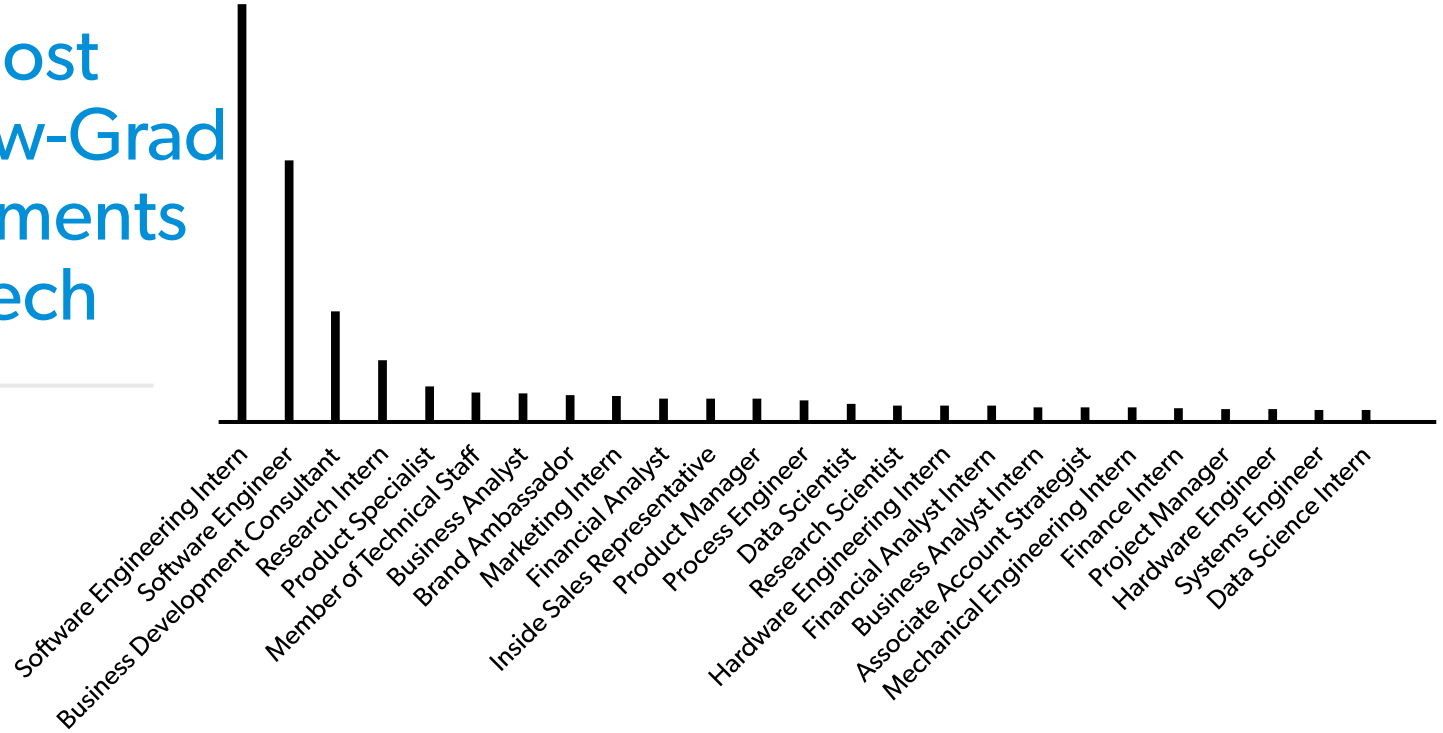Top alma maters were determined by volume of hires made by the top 25 Silicon Valley companies in the past year.

Bar chart categories (left to right):
University of California, Berkeley · Stanford University · Carnegie Mellon University · Georgia Institute of Technology · University of Southern California · San Jose State University · University of Waterloo · University of Texas at Austin · The University of Illinois at Urbana-Champaign · University of California, San Diego · Cornell University · Arizona State University · North Carolina State University · California Polytechnic State University-San · Massachusetts Institute of Technology · Purdue University · University of Michigan · Texas A&M University · University of California, Los Angeles · University of Washington · Northeastern University · Santa Clara University · Rochester Institute of Technology · University of Central Florida · The University of Texas at Dallas

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The 25 Most Likely New-Grad Job Placements in 2017 Tech

1	Software Engineering Intern	14	Data Scientist
2	Software Engineer	15	Research Scientist
3	Business Development Consultant	16	Hardware Engineering Intern
4	Research Intern	17	Financial Analyst Intern
5	Product Specialist	18	Business Analyst Intern
6	Member of Technical Staff	19	Associate Account Strategist
7	Business Analyst	20	Mechanical Engineering Intern
8	Brand Ambassador	21	Finance Intern
9	Marketing Intern	22	Project Manager
10	Financial Analyst	23	Hardware Engineer
11	Inside Sales Representative	24	Systems Engineer
12	Product Manager	25	Data Science Intern
13	Process Engineer		

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The 25 Most Likely New-Grad Job Placements in 2017 Tech

Software Engineering Intern, Software Engineer, Business Development Consultant, Research Intern, Product Specialist, Member of Technical Staff, Business Analyst, Brand Ambassador, Marketing Intern, Financial Analyst, Inside Sales Representative, Product Manager, Process Engineer, Data Scientist, Research Scientist, Hardware Engineering Intern, Financial Analyst Intern, Business Analyst Intern, Associate Account Strategist, Mechanical Engineering Intern, Finance Intern, Project Manager, Hardware Engineer, Systems Engineer, Data Science Intern

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2016 vs. 2017
Top 10 tech skills
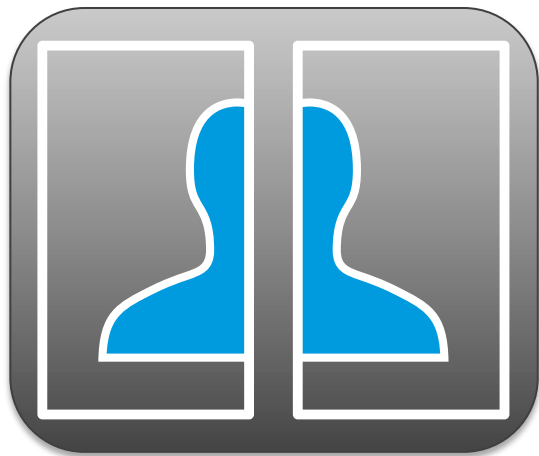
2016	
1	**Cloud computing**
2	**Python**
3	**Java**
4	**SQL**
5	**Unix**
6	**Perl**
7	**Go**
8	**iOS**
9	**Git**
10	**VLSI**

2017	
1	**Python**
2	**Java**
3	**Cloud**
4	**Linux**
5	**JavaScript**
6	**SQL**
7	**Matlab**
8	**HTML**
9	**Perl**
10	**Go**

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Portrait of 2018's Most Wanted Tech Employee to Come…

We attempted to construct a projection of 2018's most in demand skills but the limited data prevented us from projecting anything that differed a whole lot from our 2017 projection. Since we are around 90 days into the year at the time of this report, our 2018 projection looks pretty much identical to our 2017 one. Check back with us in a few months for our official 2018 predictions.

We *can* speculate, however. Based on a limited survey of the technological landscape and some short-hand knowledge we gathered from tech circles, we predict ReactJS will be one of the most important skills in 2018. This JavaScript framework hasn't made it into the limelight yet as a must-have, but we expect that will be changing quickly and a big, fat "ReactJS" term will appear prominently in next year's word cloud.

Other than that, we expect A.I. technology to continue growing which means machine learning languages like Python will remain as an overall indicator of candidate success.

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