

ENTRY-LEVEL HIRING DEMAND SURVEY

United States Results by State

Five-year outlook for hiring Computer Science and Information Science graduates into entry-level roles

Respondents: 546 senior technology leaders based in the United States

Coverage: 45 states plus the District of Columbia

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The Survey Question

“If you were estimating your organization’s hiring demand five years from now for entry-level roles filled by graduates with bachelor’s degrees in Computer Science or Information Science, would you expect your hiring to be...”

1. The Same 2. Higher 3. Lower

This report isolates the 546 respondents located in the United States and adds a state-level view that was not available in the global report. It covers results by census region, state, industry sector, role, gender, company size, and title, followed by a summary of respondents’ comments grouped by answer.

Executive Summary

U.S. technology leaders are more pessimistic than the global sample. **46% expect lower entry-level CS/IS hiring in five years, 30% expect it to stay the same, and 23% expect it to rise.**

Lower outweighs Higher by about 2 to 1, compared with roughly 1.7 to 1 in the global results (45% Lower, 28% Same, 27% Higher). The gap comes mostly from fewer U.S. leaders expecting growth.

- **Lower leads in 13 of the 14 states with at least 15 responses.** The most pessimistic are the District of Columbia (62% Lower), New York (60%), and Colorado (53%).
- **Massachusetts is the clear exception.** A majority (56%) expect hiring to stay the same, and only 28% expect it to fall.
- **Texas is the most optimistic large state.** Its 36% Higher is the highest of any state with 15+ responses, though Lower (45%) still leads.
- **The Midwest is the most balanced region** (39% Lower, 30% Higher). The West is the most pessimistic (50% Lower, 20% Higher).
- **Technology & IT is more pessimistic in the U.S. than globally:** 53% Lower versus 48% in the global sample. Professional, Media & Other Services is the most pessimistic sector (59% Lower). Manufacturing is the only large sector where Same leads.
- **Seniority shapes the outlook.** VP/SVP/EVP respondents are the most pessimistic large role group (61% Lower, 12% Higher), while Directors and Heads of IT lean toward Same. Chief Digital, Data, and AI officers are the most optimistic C-suite group (32% Higher).
- **Gender shows no difference:** 46% of both men and women expect lower demand.
- **Comments point to a change in the job rather than just the headcount.** Lower voters cite AI automation and skills-based hiring; Same voters repeatedly describe “the same number, different skills”; Higher voters expect AI to expand demand for software, data, and cybersecurity talent.

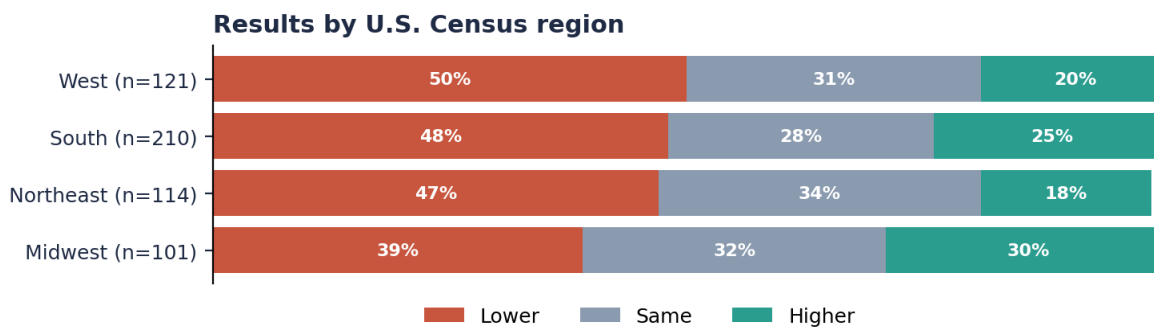
Overall Results

Response	Count	Share
3. Lower	253	46%
1. The Same	166	30%
2. Higher	127	23%
Total	546	100%

All 546 responses were valid single selections; no records were excluded.

The U.S. results match the global pattern in direction but differ in balance. The share expecting lower demand is about one point above the global figure, the share expecting no change is about two points higher, and the share expecting growth is about four points lower.

Results by Region



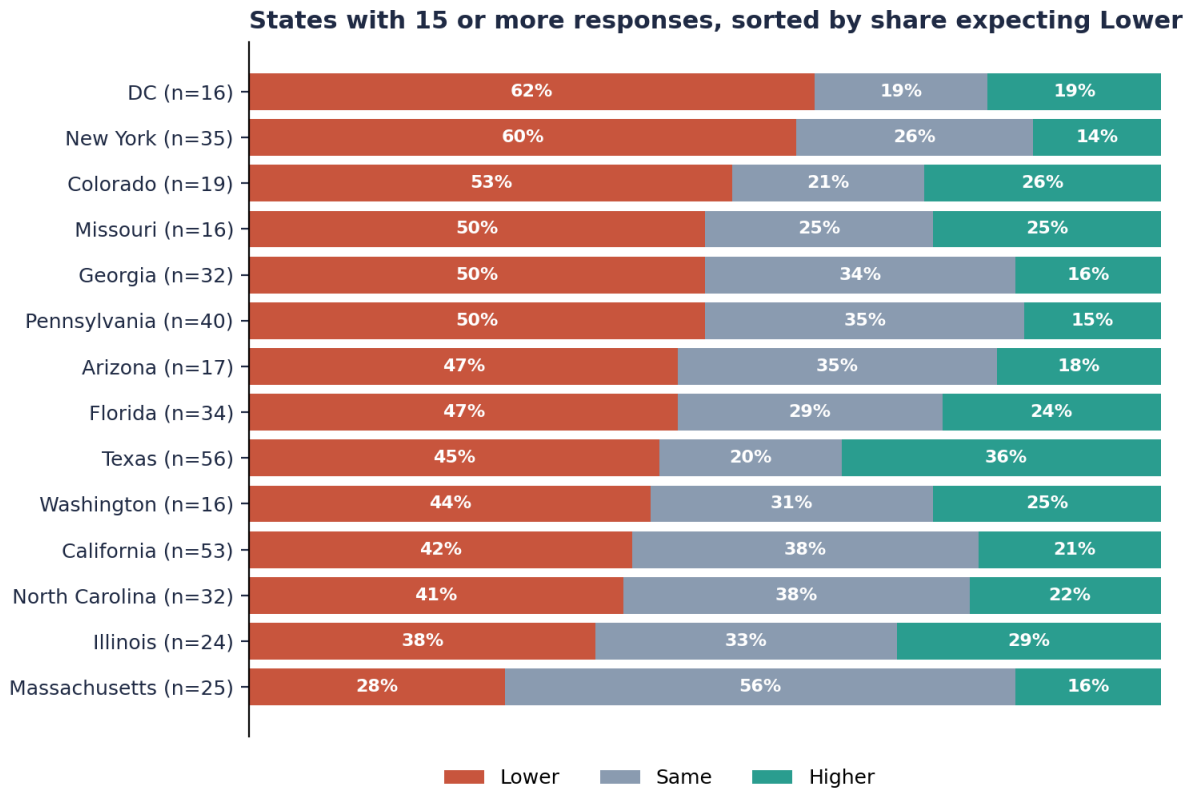
Region	Same	Higher	Lower	N
South	28%	25%	48%	210
West	31%	20%	50%	121
Northeast	34%	18%	47%	114
Midwest	32%	30%	39%	101

Regions follow the U.S. Census Bureau's four-region definition; the District of Columbia is counted in the South.

Three of the four regions cluster between 47% and 50% Lower. The Midwest stands apart: at 39%, it has the lowest share expecting a decline and the highest share expecting growth (30%). Ohio, Wisconsin, Illinois, Iowa, and Minnesota all sit well below the national Lower figure. The West pairs the highest Lower share with the lowest Higher share (20%), and the Northeast has the lowest Higher share of any region (18%).

Results by State

States with 15 or more responses



State	Same	Higher	Lower	N
Texas	20%	36%	45%	56
California	38%	21%	42%	53
Pennsylvania	35%	15%	50%	40
New York	26%	14%	60%	35
Florida	29%	24%	47%	34
North Carolina	38%	22%	41%	32
Georgia	34%	16%	50%	32
Massachusetts	56%	16%	28%	25
Illinois	33%	29%	38%	24
Colorado	21%	26%	53%	19
Arizona	35%	18%	47%	17
DC	19%	19%	62%	16
Washington	31%	25%	44%	16
Missouri	25%	25%	50%	16

Bold marks the leading response for each row. Lower is highlighted where it leads.

Most pessimistic. The District of Columbia (62% Lower) and New York (60%) stand out. Half of DC's respondents work in government and the public sector, a group that leans toward Lower nationally; New York's respondents span many sectors, so its result is not explained by industry mix alone. Colorado (53%), Pennsylvania, Georgia, and Missouri (50% each) follow.

Most optimistic. Texas has the highest Higher share (36%) and is the only large state where Higher outranks Same. Illinois (29% Higher, 38% Lower) is also relatively balanced.

Most stable. Massachusetts is the only state with 15+ responses where Lower does not lead. More than half of its leaders expect no change, and several of their comments emphasize that AI will change how graduates work rather than eliminate the roles. California and North Carolina also show an unusually large Same share (38% each).

States with 10 to 14 responses

State	Same	Higher	Lower	N
Ohio	38%	31%	31%	13
Maryland	0%	27%	73%	11
Wisconsin	36%	45%	18%	11
Michigan	10%	10%	80%	10

Directional only. At these sample sizes a single response moves a percentage by 7 to 10 points.

Michigan (80% Lower) and Maryland (73% Lower, with no one choosing Same) are strongly pessimistic. Wisconsin is the only state in the survey with 10+ responses where Higher leads (45%). Ohio is split, with Same narrowly ahead.

States with fewer than 10 responses

The remaining 26 states contributed 86 responses combined. They are listed in the appendix for completeness but are too small to interpret individually.

Results by Industry Sector

Sector	Same	Higher	Lower	N
Healthcare & Life Sciences	32%	20%	48%	81
Education	31%	30%	39%	67
Retail & Consumer	38%	18%	43%	65
Technology & IT	27%	20%	53%	64
Financial Services & Insurance	25%	27%	48%	63
Government & Public Sector / Non-profit	29%	21%	50%	58
Manufacturing	37%	28%	35%	54
Professional, Media & Other Services	21%	21%	59%	39
Real Estate & Construction	25%	33%	42%	24
Energy, Utilities & Resources	25%	17%	58%	12
Transportation & Logistics	33%	8%	58%	12

Industrial (N=3) and records with no sector (N=4) are omitted. Energy and Transportation have only 12 responses each.

Technology & IT, the sector that employs the most CS/IS graduates, is **more pessimistic in the U.S. (53% Lower) than globally (48%)**. Professional, Media & Other Services is the most pessimistic sector (59% Lower). Government & Public Sector sits at 50%.

Manufacturing is the most stable sector: Same (37%) edges out Lower (35%), and several manufacturing leaders commented that they already hire few entry-level CS graduates and run lean teams. Education is the most balanced large sector, with 30% expecting growth, driven partly by public universities that describe a “grow your own” approach of hiring their own student workers. Real Estate & Construction shows the highest Higher share (33%) among sectors with 20+ responses.

CIOs make up 61% of the U.S. sample, so their result (46% Lower) is close to the national figure. The spread is at the edges: **VP/SVP/EVP respondents are the most pessimistic large group (61% Lower, only 12% Higher)**, and the handful of CEOs, COOs, and presidents are even more so (70%). This matches the global finding that the most business-facing executives are the most cautious.

At the other end, Directors and Heads of IT, who are closest to day-to-day delivery, lean toward Same (50%) with only 21% expecting a decline. Chief Digital, Data, AI, and Transformation officers are the most optimistic C-suite group (32% Higher), which differs from the global result, where this group leaned more toward Lower.

Results by Gender

Gender	Same	Higher	Lower	N
Male	31%	23%	46%	447
Female	27%	26%	46%	99

Men and women give the same Lower share (46%). Women are slightly more likely to expect growth (26% vs. 23%), a difference too small to be meaningful at this sample size. As in the global results, gender is not a differentiator.

Results by Company Size

Employees	Same	Higher	Lower	N
11-50	13%	13%	73%	15
51-200	22%	33%	44%	27
201-500	34%	11%	54%	35
501-1K	40%	23%	37%	43
1K-5K	30%	21%	49%	151
5K-10K	34%	26%	40%	50
10K+	28%	22%	50%	150
Not reported	32%	33%	35%	69

Bands with fewer than 10 responses (0-1: 4; 2-10: 2) are omitted. 69 respondents did not report company size.

The two largest bands, 1K-5K and 10K+, sit at 49% and 50% Lower, slightly above the national figure. The smallest reported band with a usable sample, 11-50 employees, is the most pessimistic (73% Lower), matching the global pattern. Mid-size firms are more mixed: 501-1K employees has the lowest Lower share (37%) with Same leading, and 5K-10K employees is also below average at 40%. The 51-200 band has the highest Higher share (33%), again echoing the global results.

Results by Title

Title	Same	Higher	Lower	N
CxO/VP IT/Head IT	30%	23%	47%	456
CISO	31%	25%	44%	72
Director/Manager	36%	29%	36%	14

Other (N=3) and one record with no title are omitted. Director/Manager has only 14 responses.

The two main title groups, CxO/VP IT/Head IT and CISO, land within three points of each other on every answer. Director/Manager respondents are split evenly between Same and Lower, consistent with the role-level finding that leaders closer to operations are less pessimistic.

Summary of Comments

69 respondents (13%) added comments: 28 who expect Lower, 24 who expect the Same, and 17 who expect Higher. The Same and Higher groups commented at a higher rate than the Lower group, and many of their comments explain why their answer comes with conditions.

Lower (28 comments)

- **AI automating entry-level work.** The most common reason, often stated in a single word. Leaders expect AI and autonomous agents to absorb the routine coding, support, and analysis that new graduates traditionally do.
- **The degree is losing its standalone value.** Several expect entry-level hiring to shift toward verified skills, certifications, portfolios, and AI fluency. One healthcare leader noted that a new degree does not show a graduate can do the work on day one.
- **Other ways to fill the work.** Respondents named offshoring to India and Latin America, managed-services contracts, and replacing some hires with AI coding tool licenses.
- **Budget and headcount pressure.** Some are cutting total hiring regardless of AI. Higher education leaders cite enrollment declines and the cost of AI itself.
- **Harder to develop juniors.** One leader pointed to the difficulty of training inexperienced staff in a remote work environment.
- **Not necessarily permanent.** A few expect demand to recover once graduates arrive with strong AI management skills, and one hoped the AI conversation would shift from cost cutting to revenue growth.

Same (24 comments)

- **“Same number, different skills.”** The dominant theme. Headcount holds steady, but the roles shift toward cross-functional engineering, AI-enabled development, and analytical work. One healthcare leader reported productivity gains of 30 to 35% from AI and expects graduates with those skills to contribute from the start.
- **AI changes the work but doesn’t replace the people.** Organizations will still need qualified staff to manage AI tools and agents, and foundational knowledge still matters in enterprise settings.
- **Already lean.** Manufacturing and retail leaders describe teams with little room left to cut, where AI helps with work that wasn’t getting done rather than reducing staff.
- **Protecting the talent pipeline.** Several worry that cutting junior hiring now will leave no mid-level and senior talent later. One called most employers’ Lower answers short-sighted.
- **New roles emerging.** Examples included entry-level AI security analysts and AI risk, governance, and audit roles.
- **Uncertainty.** Budgets and market conditions make a five-year view hard, so several chose Same as the default.

Higher (17 comments)

- **AI will expand demand for software.** One leader cited Jevons paradox: as AI makes development cheaper, organizations will want far more custom software.
- **Growth in specialized fields.** Data science, cybersecurity, AI, and integration were named as areas where graduates will be in demand.
- **Building a pipeline on purpose.** Leaders described intern-to-hire programs and hiring strong student workers. One public university hired six entry-level staff last year, promoted five of them, and is hiring six more.

- **Bringing work in-house.** AI may make lean internal teams more attractive than outsourcing or generic SaaS, with graduates managing AI agents.
- **Skepticism about AI's economics.** Some expect the AI enthusiasm to level off, or its costs to prove higher than expected, bringing organizations back to hiring people.
- **Changed curricula.** Nearly every Higher comment assumed CS and IS programs will change to teach AI, critical thinking, and problem solving.

Methodology and Data Notes

Source. Survey responses from 546 senior technology leaders located in the United States. All records had exactly one valid answer, so none were excluded.

Data cleaning. “D.C.” (1 record) was merged with “DC” (15), and one record listing “Chicago” as the state was assigned to Illinois. Four records with a blank sector are shown as Not reported. One “1k-5k” company size was standardized to 1K-5K. Company size was missing for 69 records and title for 1.

Groupings. Regions follow the U.S. Census Bureau’s four regions. Role families were built from the free-text Position field (114 distinct titles), grouping CIO variants, CISO and security roles, CTOs, digital/data/AI/transformation officers, VPs without a C-suite title, directors and heads of IT, and CEO/COO/president roles.

Reading the numbers. Percentages are calculated within each row and rounded, so some rows total 99% or 101%. Results for groups with fewer than 15 responses are directional. Comments were reviewed in full and summarized by theme; respondent names that appeared in comments are not reproduced.

Appendix A: States with Fewer Than 10 Responses

State	Same	Higher	Lower	N
Tennessee	11%	33%	56%	9
Indiana	62%	12%	25%	8
Virginia	25%	38%	38%	8
Connecticut	17%	50%	33%	6
Minnesota	33%	33%	33%	6
Kansas	33%	17%	50%	6
Kentucky	60%	0%	40%	5
Utah	0%	0%	100%	5
Iowa	25%	50%	25%	4
New Jersey	25%	25%	50%	4
Nevada	0%	0%	100%	4
Montana	0%	0%	100%	3
South Carolina	67%	0%	33%	3
New Hampshire	0%	100%	0%	2
Nebraska	0%	100%	0%	2
Hawaii	100%	0%	0%	1
Delaware	0%	0%	100%	1
Alabama	100%	0%	0%	1
Idaho	0%	0%	100%	1
Louisiana	100%	0%	0%	1
Mississippi	100%	0%	0%	1
New Mexico	100%	0%	0%	1
Rhode Island	0%	0%	100%	1
Oregon	0%	100%	0%	1
South Dakota	0%	100%	0%	1
Vermont	0%	0%	100%	1

Shown for completeness. Individual results at these sample sizes should not be interpreted.

Appendix B: States by Region

Region	States	Responses
Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	114
Midwest	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin	101
South	Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia	210
West	Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming	121