2025 Skills Label Insights Jobs Report

A refined perspective of skill requirements from many top companies in engineering, AI, information technology, systems, finance and banking, retail marketing, manufacturing and other industries

Quality and Safety Communications Manager (Formal)

Communications Manager

III

Job Skill Requirements

Duration

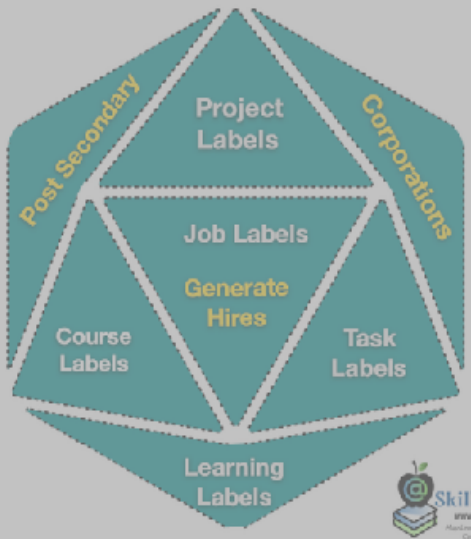
Compensation - - -

Skills	(in Thousands)	Credential	Experience Level	Hours
Public Relations		GR	III 3	3
Data Monitoring		GR	III 3	3
Contract Administration		GP	III 3	2
New Media Literacy		GP	III 3	1.5
Critical Thinking		GR	III 3	3
Communications		GR	III 3	3
Ethical Compliance		GR	III 3	3
Internal Collaboration		GR	III 3	3
Articulate Technical Information		GR	III 3	3
Complex Problem Solving		GR	III 3	3
Internal C				
Negotiatio				
Business S				
Leadership				
Content M				
Legal Rev				

Description

Job Link

Skills Label™ Patent 11587190



Data and Insights Manager (Formal)

Data and Insights Senior Analyst

IV

Job Skill Requirements

Duration -

Compensation - -

Skills	(in Thousands)	Credential	Experience Level	Hours	Points	1st Year Usage	Standards Points
Data Analysis		GR	IV 4	4	4191	H/35	270
Analytical Thinking		GR	IV 4	4	4191	D/1	68
Intuitive Problem Solving		GR	IV 4	4	4191	D/1	68
Judgment and Decision Making		GR	IV 4	4	4191	D/1	68
Statistical Analysis		GR	IV 4	4	4191	D/1	68
Quantitative Analysis		GR	IV 4	4	4191	D/1	68
Azure Databricks		GP	IV 4	1	63	M/20	58
Snowflake		GP	IV 4	1	63	M/20	58
Power BI		GP	IV 4	1	63	M/20	58
Total Skill Points:					50676		1922

Description -

Job Link

Skills Label™ Patent 11587190 skillslabel.com

Terms

The report presents summarized data from our current Job Label Catalog. The data is subject to change without notice as reflected by updates to the labels themselves and fluctuations in the number of Job Labels in the catalog.

This report is provided for commercial or non-commercial use. No derivatives may be created for commercial purposes without express written permission from Skills Label LLC. Proper attribution must be given to Skills Label LLC when using or referencing these derived materials.

Job Labels are created and inspired by actual job postings of mid to larger companies in various industries. When available, the companies are recorded while the Job Label is created and referenced with the field 'Source' in the reports.

Rather than attempting to canvas entire industries, our goal is to sample companies in an industry. Our formal 'Job Title' field was derived from a DOL list. Furthermore, all the data in the reports is derived from the above-mentioned, publicly available Job Label catalog.

As stated on our website, with our platform, we retain the following Intellectual Property:

Trademarks

With the learning labels platform (SKILLS LABEL) and the affiliate platforms (SKILLS BASED APPROACH and SKILLS CULTURE), we retain the Trademark privileges for our logo, names, and taglines. At this stage, we do not permit usage of them in any situation. If your organization sees a potential usage, please contact us.

Patent

In February 2023, our team was granted patent US-11587190 (A System for the Management and Tracking of Skills). There are currently no encumbrances. If your organization sees a licensing opportunity or identifies a possible infringement, please contact us.

Copyrights

The apps and infrastructure used to create the Job Labels are copyrighted. Furthermore, the accuracy and the integrity of the labels must be protected.

My company recently released a publicly accessible catalog of 320 Job Labels. Each label is interpreted from job postings from many of the top companies in information technology, software, hardware, AI, retail marketing, manufacturing – the movers of our current economy. Skills Label Insights is our first report where we summarize the data from our catalog.

While we do not offer the breadth or reach of many of the standard job skills industry reports, produced by WEF, LinkedIn, Indeed, Zip Recruiter, etc., many of our insights are in-line with theirs and this is referred to in the report.

Though with our insights, we offer two clear advantages.

First, our patented Job Label design with skill definitions and categorizations offers a refined lens.

The **Top 10 Technical and Transferable Skills, and Thinking Skills** report identifies more precise, accurate, actionable skills than what is reported in the industry reports.

The **Thinking / Transferable Skill Combinations** report offers an introspective job area based on a single thinking skill. The Job Label composition of 1 Thinking Skill, 3 Transferable Skills, and 7 Technical Skills (on average) drives this result.

Second, our Job Label utilizes our proprietary Skill Points (SP) algorithm to quantify job skills in both past experience and first year application.

The **Skill Points Progression from Tier 1 to Tier 5**, **6 Tier I Jobs with Applied Skill Points and Usage Rates**, and **9 Jobs Titled 'Software Engineer' and 5 Titled 'Software Developer'** reports each highlight Skill Points as an ideal measurement for career progression and candidate evaluations.

Ryan M. Frischmann

Top 10 Technical and Transferable Skills, and Thinking Skills

Summary

This report calculates the most referenced skills by category from the Job Labels Catalog. Each category resembles industry standard classification of skills. Technical skills are required for a specific application. Transferable skills are interchangeable across industries, applications, and subjects and disciplines. Thinking skills are core, fundamental for completing tasks or functions. On average, a Job Label references 1 Thinking Skill, 3 Transferable Skills, and 7 Technical Skills. Each skill is assigned to a category.

Fields / Rationale

The three fields are: Skill, Source, and Jobs. The field **Source** refers to the company job listing behind the Job Label for the skill. *'Not Specified'* means the Source was not referenced when the Job Label was created. The field **Jobs** is the sum of all the Job Labels referencing the skill (by source).

Methodology

This report simply aggregates the data for each category in the Job Label Catalog by skill.

Insights

Technical Skills

The results match what is reported on industry standard reports.

Project Management is the top referenced skill. This aligns with the increasing importance of project-based work across industries and the notion of a Project Economy. Among the Sources, the skill is sought across all industries.

Quality Control Analysis, **Data Interpretation**, **Data Visualization**, and **Statistical Analysis** all reinforce the data intensive analysis critical for most companies navigating automation and knowledge.

Python and **Java** are two of the top thee programming languages. Python is integral in booming AI industries.

Transferable Skills

The results are more refined than the industry reports and commentary. Industry reports suggest skills like resiliency and problem solving.

Articulate Technical Information and **Ethical Compliance**, two in the top three, probably do not appear in an industry report because of their specificity. Both are highly

sought after skills and sensible given the increasing complexity of data and information and the adoption of automation, AI, and machine learning.

While **Problem Solving** is listed, so is **Complex Problem Solving** and **Intuitive Problem Solving**.

Attention to Detail, **Troubleshooting**, and **Internal Collaboration** provide a more detailed description of resiliency.

Thinking Skills

The results match what is reported on industry standard reports. Analytical Thinking is the top skill in the WEF 2025 Future of Jobs report. Critical Thinking is also frequently cited.

Analytical Thinking is the most referenced skill in all categories and double the number of references as **Critical Thinking**.

Novel Thinking is less referenced, but increasing as more and more jobs require using AI chats, agents, and related applications.

Top 10 Transferable Skills (Source Includes Top Companies Job Posting)

Skill	Source	Jobs
Articulate Technical Information	Adobe	16
	Not Specified	15
	Ford	12
	Intel	9
	IBM	7
Articulate Technical Information Total		**59**
Complex Problem Solving	Not Specified	16
	Adobe	12
	Ford	9
	J&J, Meta, GM	8
	Microsoft, Intel	7
Complex Problem Solving Total		**52**
Ethical Compliance	Not Specified	17
	IBM	8
	GM	6
	KPMG, J&J	5
	Meta, Intel	3
Ethical Compliance Total		**39**
Team Building	Not Specified	20
	Intel, Adobe	5
	Ford, J&J, IBM, Gartner	4
	KPMG, Meta, GM	3
	Northwestern, Paychex, Salesforce, Microsof	1
Team Building Total		**33**
Attention to Detail	Not Specified	19
	Ford	6
	Adobe, GM	5
	Microsoft, Gartner, KPMG, IBM, J&J	2
	Intel, Northwestern	1
Attention to Detail Total		**33**

Skill	Source	Jobs
Data Analysis	Not Specified	18
	GM, Adobe	5
	Ford, Nike	4
	J&J	3
	Google, Intel	2
Data Analysis Total		**32**
Internal Collaboration	Adobe	14
	Ford, GM, Nike	6
	Gartner	5
	Paychex	2
	MandT	1
Internal Collaboration Total		**28**
Intuitive Problem Solving	Intel	9
	Nike	6
	Adobe, Gartner	5
	Ford	4
	GM	3
Intuitive Problem Solving Total		**27**
Problem Solving	Not Specified	17
	KPMG	4
	Meta, J&J, IBM, GM	2
	Indeed, Google, Northwestern, Microsoft	1
Problem Solving Total		**24**
Troubleshooting	Not Specified	11
	Microsoft	4
	GM, J&J	3
	Ford	2
	IBM, Meta, KPMG, Google, Intel	1
Troubleshooting Total		**21**

Top Thinking Skills (Source Includes Top Companies Job Posting)

Skill	Source	Jobs
Analytical Thinking	Not Specified	37
	Adobe	15
	Intel	13
	Ford	11
	IBM	10
Analytical Thinking Total		**86**
Critical Thinking	Not Specified	18
	Adobe	6
	GM	5
	Meta, Intel, Ford	4
	IBM, KPMG	3
Critical Thinking Total		**36**
Creative Thinking	Not Specified	16
	Adobe	3
	Northwestern, IBM, GM	2
	Indeed, KPMG, J&J, Google, Nike, Microsoft	1
Creative Thinking Total		**22**
Computational Thinking	Intel	5
	Not Specified	3
	GM, Microsoft, Nike, Northwestern	2
	J&J, IBM, Meta, Indeed, Gartner	1
Computational Thinking Total		**11**
Novel Thinking	Adobe	4
	Gartner	3
	Salesforce, Intel, IBM	2
	Nike	1
Novel Thinking Total		**10**

Top 10 Technical Skills (Source Includes Top Companies Job Posting)

Skill	Source	Jobs
Project Management	Not Specified	21
	J&J	9
	GM	6
	Adobe	5
	Microsoft, IBM, Intel, Gartner, Google, Ford	3
Project Management Total		**44**
Quality Control Analysis	Not Specified	9
	Intel	7
	GM	5
	J&J, Ford	4
	Nike	3
Quality Control Analysis Total		**28**
Data Interpretation	Not Specified	16
	Meta	4
	IBM	3
	Google, KPMG, J&J, Nike	2
	GM, Intel	1
Data Interpretation Total		**26**
Python	Not Specified	7
	Intel, Adobe	6
	Microsoft	5
	Meta	4
	Gartner, Ford, GM	3
Python Total		**25**
Data Visualization	Not Specified	16
	IBM	4
	Nike	3
	Gartner, Google, Intel, J&J, Meta, Adobe, GM,	1
Data Visualization Total		**24**

SKILL	Source	Jobs
Technology Leadership	GM	7
	Adobe	6
	IBM	5
	Intel	4
	Ford, Gartner, Google, Meta	2
Technology Leadership Total		**24**
Statistical Analysis	Not Specified	12
	Google	5
	Meta	3
	J&J, GM	2
	IBM, Northwestern, Nike, Microsoft	1
Statistical Analysis Total		**23**
Financial Analysis	Not Specified	10
	IBM	4
	Adobe	3
	J&J	2
	Microsoft, GM, Ford, KPMG, Google	1
Financial Analysis Total		**20**
Java	Not Specified	9
	Meta	4
	Microsoft	3
	Adobe, IBM	2
	Google, Ford, GM, Nike	1
Java Total		**19**
Product Strategy	Not Specified	8
	GM	5
	J&J, Meta	3
	Google, Intel, Adobe	2
	Gartner, IBM, Paychex, Salesforce, Microsoft	1
Product Strategy Total		**19**

Skill Points Progression from Tier 1 to Tier 5

Summary

This report introduces Skill Points based on *past experience expectations*, one of two interpretations. The chart includes Technical Skills showing skill *progression from Tier I (entry level) to Tier V (management)* jobs. There are links to Job Labels behind the derivation.

Fields / Rationale

The first column includes Technical Skills referenced on a Job Label for each Tier.

The middle column shows the average Skill Points for the skill by each Tier. If the number is not represented, there is not enough data to report.

The last column shows five job titles (live links) behind derivation. Clicking on the link reveals a Job Label referencing the skill and Skill Points used in the average calculation. This Skill Points interpretation appears in the Experience sub heading on the label.

Methodology

The methodology is based on these steps: skills are grouped according to the job tier (as reported on the Job Label) then averaged by tier and reported in thousands of Skill Points (for readability).

Skill Points are scaled from 1 to 1 million, where a million represents mastery of a skill. The stepping, progression from Tiers, is exponential; in other words, as experience is acquired Skill Points accumulate at a faster rate.

Job Labels are designed to signal to a layman some of the inputs behind the Skill Points derivation. For the *past experience expectations* interpretation, the calculation includes the number of hours, credential, and skill level as reported on the Job Label. There are also proprietary skill coefficients inputs in the calculation, and they are subject to change on a skill-by-skill basis.

Insights

This is one of the first reports looking at Skill Points aggregated this way and one of the top priorities is advancing variance of the Skill Points algorithm. But the report does show the *scaling of Skill Points across Tiers is working proportionally*.

There is a higher range progressing from Tier 1 and II to III and IV and V in the 1200 to 3400 range is sensible. This report highlights one hurdle. A Project Manager running a Project Management Office requires a higher level of **Project Management** than a Network and Computer Systems Administrator, regardless of the Tier.

Technology Leadership might show an ideal progression, with no Tier 1 jobs and a clear progression from Tier II to V.

Skills Label Insights – Top 10 Technical Skills Referenced as Job Label Templates (Actual Data) With Skill Points Progression

Skill	**Prior Experience Skill Points℠ (in Thousands) From Tier I (Entry Level) to Tier 5 (Management)**	**5 Selected Job Titles Referencing the Skill (PDF version includes live links to Job Label Template)**
Cloud Computing	167 → - → - → 1378 → 2128	Technical Support Engineer | Software Developer | Datacenter Technician | AI Engineer |Site Reliability Engineer
Data Interpretation	202 → 370 → 867 → 1504 → 2128	Sales and Training Manager | Senior Data Engineer | Environmental Engineer | Supply Chain Information Technology Lead | Product Marketing Manager
Data Monitoring	200 → 214 → 1096 → 1727 → 2616	Operations Research Analyst | Senior Director Personnel Management | UX Researcher | Health Information Technologist | Data Governance Director
Management of Personnel Resources	130 → 317 → 607 → 917 → 910	Industrial-Organizational Psychologist | Software Engineering Manager | Senior Research Manager | Senior Business Program Manager | Manager Packaging Development
Project Coordination	120 → 242 → 740 → 972 → 1817	Information Technology Strategy Consultant | Lead Marketing Data Analyst | Controls Engineer | Education Administrator, Postsecondary | Data Center Project Manager
Project Management	149 → 200 → 653 → 1849 → 2164	Network and Computer Systems Administrator | Construction Manager | Enterprise Architect | Project Manager | Senior Safety Engineer
Quality Control Analysis	149 → 247 → 904 → 2585 → 2608	Aerospace Engineer | Design Verification Engineer | Human Resource Reporting Analyst | Software Quality Engineer | Database Architect
Quantitative Analysis	- → 339 → 1351 → 1215 → -	Economist | Product Analytics Engineer | Senior Pricing Analyst | Promotions Manager | Manager Corporate Strategy
Statistical Analysis	317 → - → 1156 → 1442 → -	Optical Engineer | Business Growth Consultant | Data and Insights Analyst | Financial Risk Specialist | Bioengineer
Technology Leadership	- → 692 → 1900 → 2825 → 3358	Technical Account Manager | Public Relations Manager | Machine Learning Software Engineer | Senior Information Technology Manager | Information Technology Lecturer

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6 Tier I Jobs with Applied Skill Points and Usage Rates

Summary

This report introduces Skill Points based on *1st year application*, one of two interpretations. The chart includes Applied Skill Points for top skills for 6 Tier 1 (entry level) jobs. The legend indicates the skill and a Usage Rate, the primary input to this Skill Points derivation.

Fields / Rationale

Each pie chart shows wedges for Skill Points proportional to the other skills referenced on the Job Label. Skill Points are reported in thousands for readability. Each Skill description includes how the applied rate is quoted and a rate.

Methodology

The methodology is based on these steps: 6 Tier I Job Labels were selected that might not require a past experience evaluation; the top 5 skills for the job added to the chart proportionally.

Skill Points are scaled from 1 to 1 million, where a million represents mastery of a skill. But for the Applied Skill Points, all calculations are based on one year. A prediction is made on how the skills are applied in the 1st year on the job.

Job Labels are designed to signal to a layman some of the inputs behind the Skill Points derivation. For the *1st year application* interpretation, the calculation includes quoted Usage Rate Type and Rate, and Skill Level as reported on the Job Label. There are also proprietary skill coefficients inputs in the calculation. They are subject to change on a skill-by-skill basis.

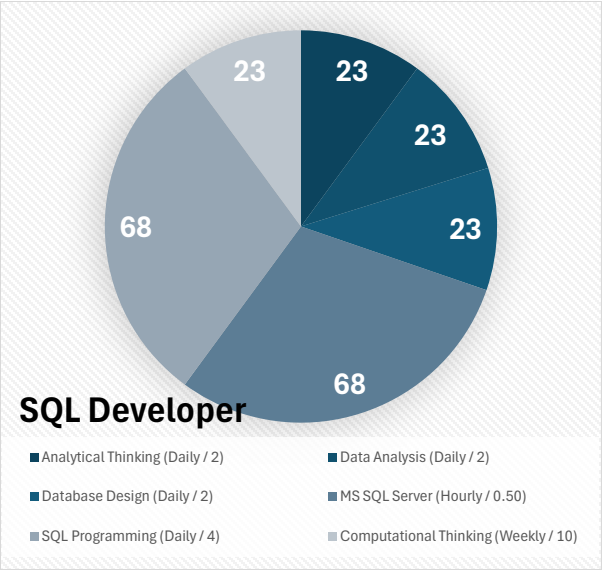
Insights

The report effectively shows how skills will be applied proportionately and quantified with Skill Points. The selected jobs might not require a post-secondary degree and could therefore be evaluated based on the likelihood a candidate could apply the skills required.

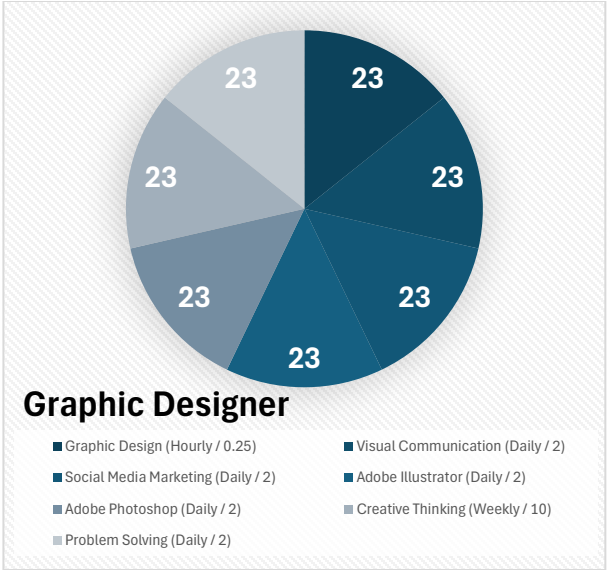
The companies providing the platform, hardware and software offer training, credentials and materials supporting acquiring the necessary skills. IBM, Apple, and Google offer programs hiring high school graduates.

Because this report includes Applied Skills Points all at the same level (Tier 1) and there is a one-year constraint, seeing a similar Skill Points number appearing in the charts is acceptable. As the skill coefficients mature, this should occur less frequently.

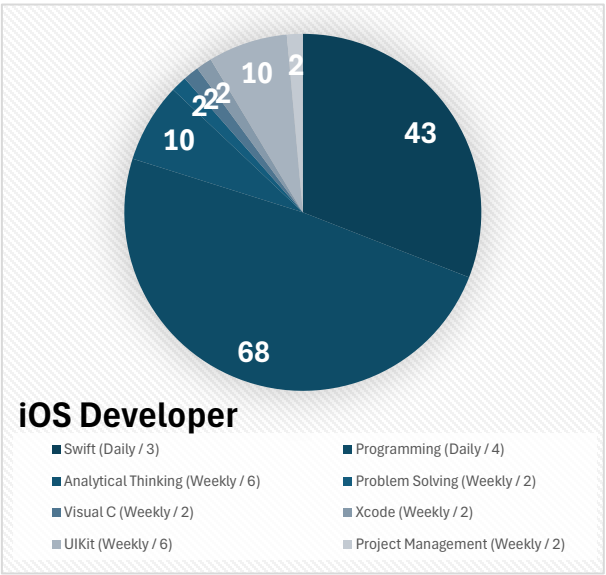
Skills Label Insights – 6 Tier I Jobs with Applied Skill Points (in thousands) and Usage Rates



Link to Job Label Template



Link to Job Label Template



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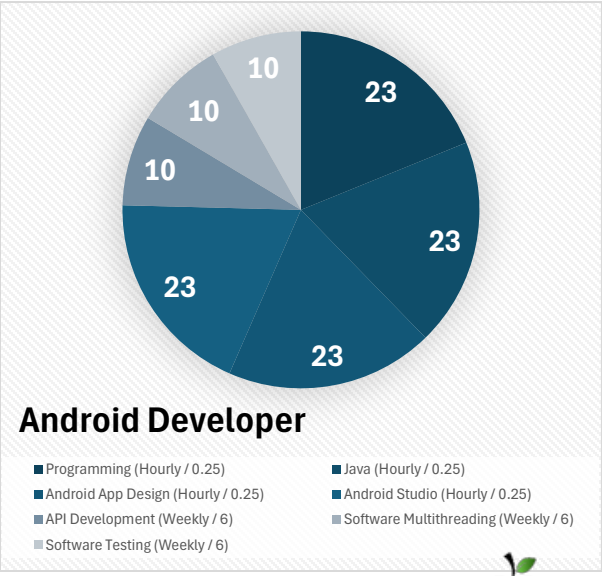
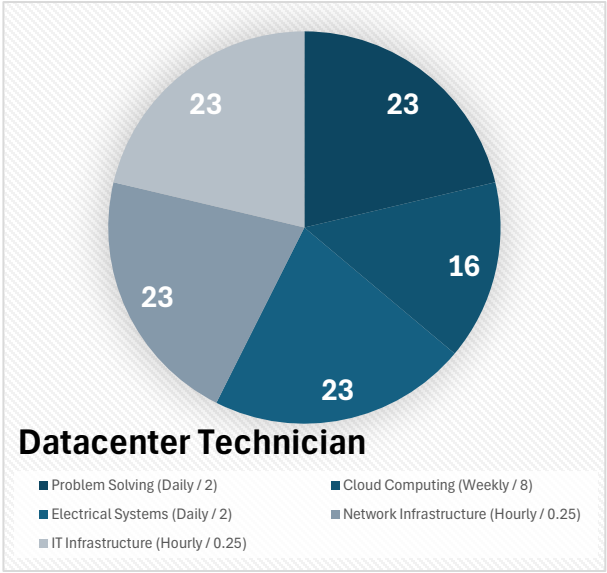


Link to Job Label Template



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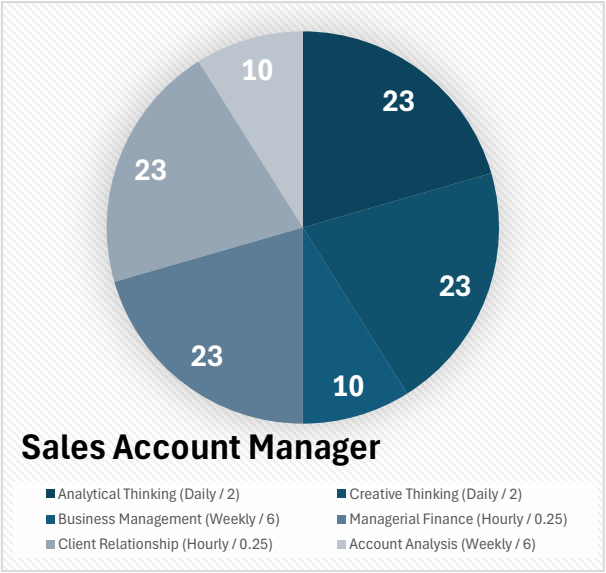

Link to Job Label Template

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9 Jobs Titled ‘Software Engineer’ and 5 Titled ‘Software Developer’

Summary

This report aggregates two of the most referenced job titles in the Job Catalog. Most companies tend to define their own job titles, so most of the Job Titles in the catalog are unique and do not appear here.

Fields / Rationale

The two charts show the Skill Point interpretations, as Prior Experience and 1ST Year Application, respectively. For each skill, the number in parentheses refers to the number of jobs being aggregated, the line extends from the Min to the Max with the boxed number showing the Average.

The right column Positions (an informal Job Title designation) are links to the Job Labels behind the aggregate.

The “Other Skills” includes skills with less than 3 Job Label references, so do not appear in the chart. This is irrespective of the relevance or importance of the skill to the job.

Methodology

The methodology is based on aggregating the min, max, and average value grouped by Job Labels with Job Title matching “Software Engineer” and “Software Developer”, irrespective of Job Tier or Level.

Insights

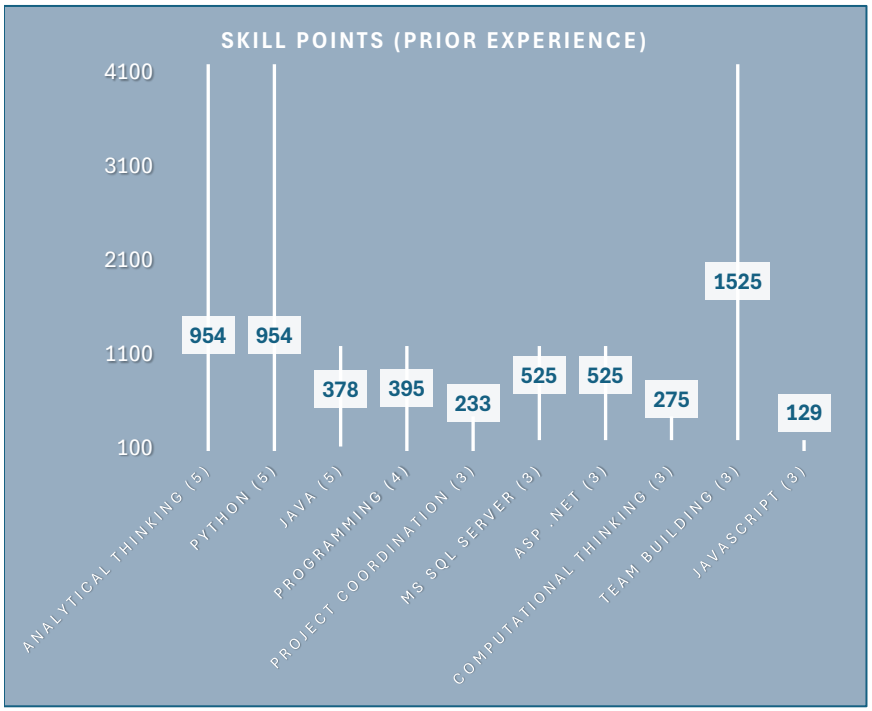
This report clearly indicates a delineation with skills and Skill Points for a Software Engineer to take on accountability, build teams, understand databases and coordinate the creation of software. The programming skills Java, JavaScript, Python and .Net are all in the top 10 in demand skills.

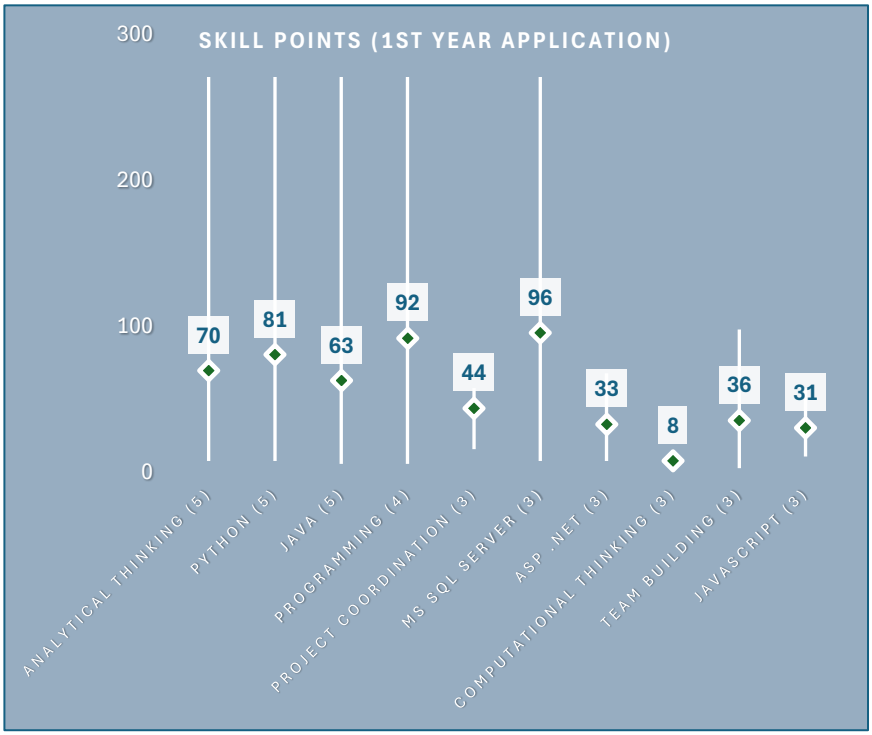
The Software Developer summary only includes 5 jobs, with all but one of them a Tier 1 job.

Someone entering the challenging Software industry job market should consider focusing on Software Engineering skills for these reasons:

- Google, Microsoft, and Meta claim AI is going to write 20 to 40 percent of their new code. (A few of these companies’ job postings are represented in the Job Label Catalog).
- All platforms (Android / Android Studio, iOS / Xcode, .Net / Visual Studio) favor automation and a design / engineering mindset.
- A Software Developer could and should move to a Software Engineer job.

Software Engineer (Min, Max, and Average Skills Points in thousands)





Positions (Informal Titles)

Middleware Engineer
Backend Developer
Lead Software Engineer
Lead Software Engineer
Infrastructure Software Engineer
Lead Software Engineer
OS Internals Software Engineer
Lead Software Engineer
Full Stack Developer

Other Skills (Less than 3 References)

Systems Architecture (2), REST API (2), Quality Control Analysis (2), C Programming (2), SOAP (2), Data interpretation (2), Intuitive Problem Solving (2), Technical Support (2), Troubleshooting (2), Kotlin (2), SQL Coding (1), Collaboration (1), TM1 Planning Analytics (1), Device Management (1), Critical Thinking (1), Full Stack Development (1), Systems Development (1), GenAI API (1), Cloud Computing (1), Html (1), React JS (1), App Deployment (1), Software Development (1), iOS System (1), Systems Administration (1), Accuracy (1), Teamwork (1), Azure Machine Learning (1), Product Evaluation (1), Android (1), Cloud Infrastructure (1), User Interface Design (1), Complex Problem Solving (1), Accountability (1), Android JNI (1), Machine Learning (1), Software Application Lifecycle (1), Management Information Systems (1), Software Testing (1), Mentoring (1), SQL Programming (1), Mongo DB (1), AOSP (1), MS Azure (1), Data Science (1), C# (1), Data Visualization (1), PHP (1), Define System Requirements (1), Problem Solving (1), Windows OS (1), Leadership (1), Linux (1)

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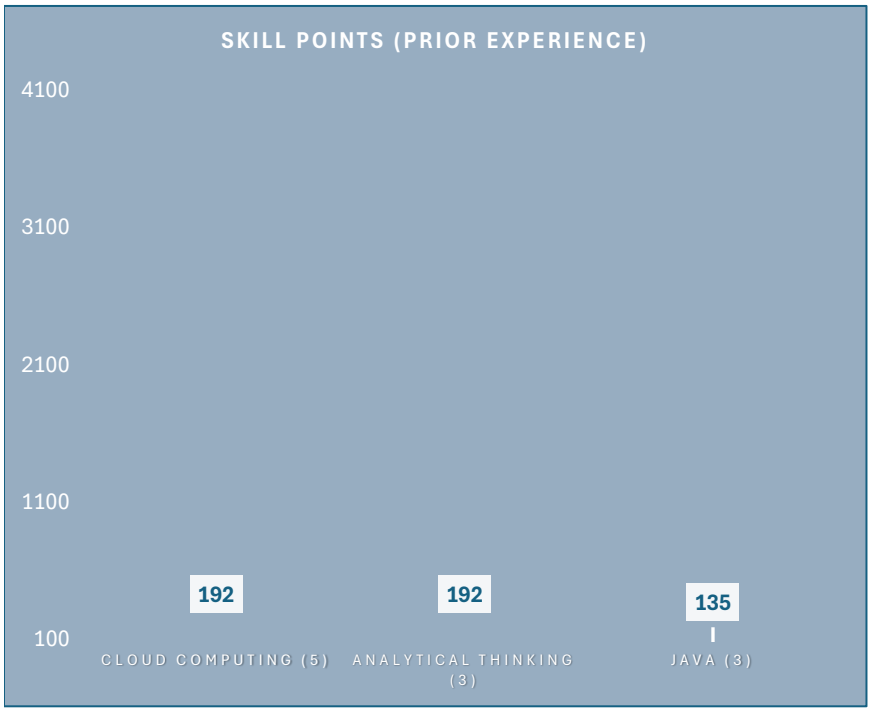
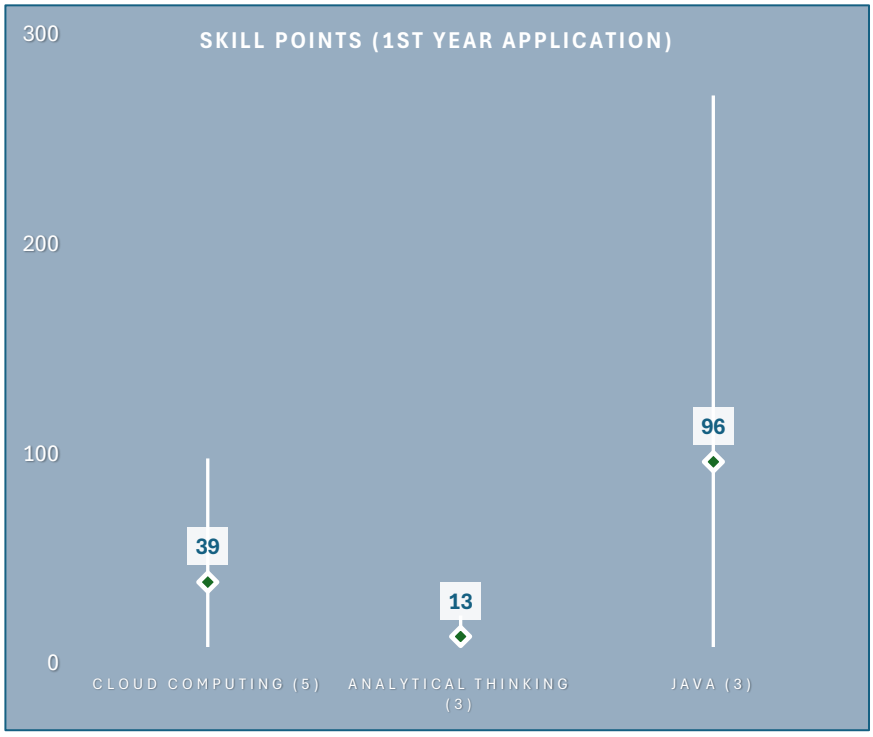
Skill Points is an algorithm to quantify how skills are applied. The first derivation is based on a past experience (credential and/or time) along with other coefficients. The second derivation is based on how the skill will be applied in the 1st year on the job. The application rate is based on a 8 hour day for a standard work year. All the calulations are based on a publically accessilbe catalog of Job Labels. The labels are based on actual job listings from a number of the top companies in finance, engineering, information technology, AI and machine learning, manufacturers, and other areas.

Software Developer (Min, Max, and Average Skills Points)



Positions (Informal Titles)

Front End Developer
Cyber Security Engineer
Cyber Security Engineer
Site Reliability Engineer
Java Software Developer



Other Skills (Less than 3 References)

Unit Testing (2), Troubleshooting (2), Python (2), Network Infrastructure (2), IT Security Development (2), Database Systems Knowledge (2), Visual Studio (1), UX Design (1), UI Design (1), Technology Design (1), Teamwork (1), Team Building (1), SQL Coding (1), REST API (1), Quality Control Analysis (1), Manage Cyber Security Threats (1), JS Angular (1), JQuery (1), IT Infrastructure (1), Intuitive Problem Solving (1), Ethical Compliance (1), Creative Thinking (1), Complex Problem Solving (1), C# (1), ASP .Net (1), Articulate Technical Information (1), Android Studio (1), Accounting Information Systems (1)

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Thinking / Transferable Skill Combinations

Summary

An advantage of the Job Label format is the categorization of skills and Skills Points in a standardized way. In the Job Label Catalog, each Job Label averages 1 Thinking Skill, 3 Transferable Skills, and 7 Technical Skills. This report summarizes combinations of 1 Thinking Skill and 2 Transferable Skills.

This combination might be considered a strength or core competence, while naturally casting a wider range of job opportunities.

Fields / Rationale

Each page is categorized with a thinking skill: Analytical, Critical, and Creative / Novel.

The first column 'Number of Jobs' is the sum of Job Labels for the combination.

The second column includes the first Transferable Skills followed with second Transferable Skill(s).

The Applied Skill Points column includes a bar chart of average Skill Points for each skill in the combination in order: Thinking, then first Transferable, and then second Transferable.

The last column is a list of links to Job Title behind the derivation. For Analytical and Critical Thinking, the list is truncated.

Methodology

The methodology is based on the following steps:

- A standard procedure to count the top combinations of a thinking skills and two transferable skills from the Job Labels catalog
- The list is then matched to the Job Labels to average the Applied Skill Points and access the links.

Insights

According to our Job Labels, a job tends to favor a single thinking skill. These are the thinking skills referred to in the insights report:

- Analytical - single most sought-after skill in this and all categories
- Critical - required in leadership, management, and sometimes interchangeable with analytical in many of the job requirements
- Creative – required in graphic design, animation and UI design, a requirement for storyboarding
- Novel – required to innovate, preparing for the future, and corralling AI

- Social - referenced with the transferable skills Social Perceptiveness, Team Building, etc.
- Computational – mimicking process, functions, and code of software and hardware

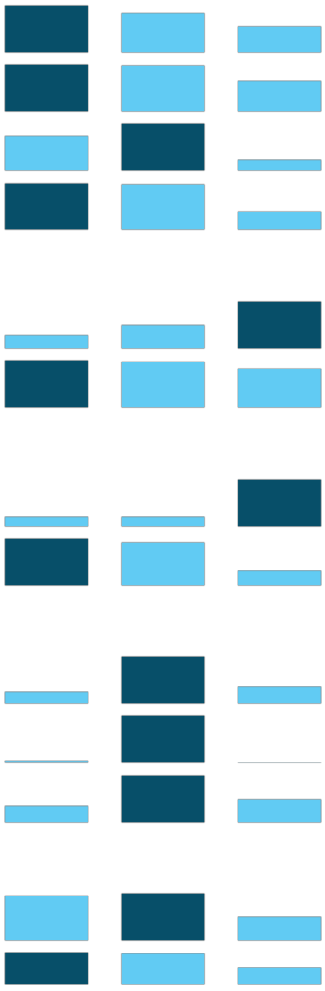
Transferable skills fuel the application of technical skills. They are useful regardless of the type of work, industry, subject matter or discipline. As the report indicates, an ‘analytical thinker, complex problem solver, and data analyst’ could consider a job in supply chain, AI, banking or finance, manufacturing, retail marketing, science, management, etc.

The average Applied Skill Points bar charts are useful in evaluating strengths, gaps, and weaknesses.

Skills Label Insights – Thinking / Transferable Skill Combinations

Analytical Thinking

Number of Jobs	Primary / Secondary Skills	Applied Skill Points SM
	Articulate Technical Information	
26	Complex Problem Solving	
11	Attention to Detail	
11	Negotiation	
11	Ethical Compliance	
	Attention to Detail	
11	Data Analysis	
9	Complex Problem Solving	
	Complex Problem Solving	
10	Data Analysis	
10	Negotiation	
	Data Analysis	
14	Articulate Technical Information	
3	Judgment and Decision Making	
3	Ethical Compliance	
	Internal Collaboration	
14	Articulate Technical Information	
14	Complex Problem Solving	



Thinking | Primary | Secondary

Applied Skill Points refer to an estimate for how a skill is applied in the 1st Year of the job. The calculation estimates an hourly rate and skill level among other proprietary factors.

Job Labels

Senior Pricing Analyst
Chief Executive
Senior Research Program Manager
Supply Chain Learning and Development Specialist
Optical Engineer
Aerodynamics Engineer
Financial Manager
Lead Marketing Strategist
Supply Chain Business Analyst
Government Sales and Commercial Growth
Lead Marketing Data Analyst
Digital Compliance Specialist
Product Designer
Drive Unit Design Engineer
Payroll and Timekeeping Analyst
General Counsel Litigation Attorney
Lead Software Engineer
Information Technology Analyst
Information Technology Manager
Financial Analyst
SEO Manager
Sales Operations Manager
Human Resource Document Manager
Machine Learning Engineer
Senior Machine Learning Engineer

(Top Job Labels from the 97 referenced for the report)

Skills Label™
www.skillslabel.com
Map Learning in Skills. Map Jobs in Skills. Combine to Create Pathways.

Skills Label Insights – Thinking / Transferable Skill Combinations

Critical Thinking

Number of Jobs	Primary / Secondary Skills	Applied Skill Points SM	Job Labels
	Articulate Technical Information		
15	Complex Problem Solving		Quality and Safety Communications Manager
9	Negotiation		Organizational Effectiveness Partner
	Complex Problem Solving		Supply Chain Learning and Development Specialist
8	Ethical Compliance		Systems Engineer
4	Research Emerging Trends		Aerodynamics Engineer
4	Internal Communication		Public Relations Manager
	Internal Collaboration		Program Manager
7	Articulate Technical Information		Lawyer
6	Complex Problem Solving		Data Governance Director
	Leadership		Senior Research Manager
3	Collaboration		Solutions Architect
3	Research Emerging Trends		Chief Executive
3	Training		Product Analytics Engineer
3	Team Building		Supply Chain Information Technology Lead
	Negotiation		Senior Product Manager
11	Complex Problem Solving		Brand Strategy Manager
5	Ethical Compliance		Product Manager
			Information Technology Strategy Consultant
			Technical Account Manager
			Manager Corporate Strategy
			Sales Strategy Manager
			Marketing Strategy and Operations Manager
			Sales Operations Manager
			Senior Information Technology Manager
			Integration Engineering Manager

Thinking | Primary | Secondary

Applied Skill Points refer to an estimate for how a skill is applied in the 1st Year of the job. The calculation estimates an hourly rate and skill level among other proprietary factors.

(Top Job Labels from the 43 referenced for the report)

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Skills Label Insights – Thinking / Transferable Skill Combinations

Creative / Novel Thinking

Number of Jobs	Primary / Secondary Skills	Applied Skill Points SM	Job Labels
	Articulate Technical Information		
3	Team Building		Manager Talent Development
3	Complex Problem Solving		Public Relations Manager
3	Mentoring		Device Design Engineer
	Internal Collaboration		Machine Learning Engineer
3	Intuitive Problem Solving		Information Technology Strategy Consultant
3	Articulate Technical Information		AI Interaction Designer
3	Complex Problem Solving		Business Development Manager
	Intuitive Problem Solving		Senior Product Strategy Manager
4	Team Building		Software Development Engineer
	Research Emerging Trends		Senior Life Cycle Marketing Specialist
3	Team Building		Marketing Manager
	Social Media Marketing		Marketing Designer
3	Attention to Detail		Lead Content Strategist
	Team Building		Social Media Strategist
3	Judgment and Decision Making		Chief Executive
3	Mentoring		Product Marketing Manager
			Marketing Manager

Thinking | Primary | Secondary

Applied Skill Points refer to an estimate for how a skill is applied in the 1st Year of the job. The calculation estimates an hourly rate and skill level among other proprietary factors.

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Top Technical Focus Skills Categorized in Skill Areas

Summary

This report aggregates the number of jobs and Skill Points for *focus technical skills* from the Job Labels Catalog. Focus technical skills are technologies, programming languages, and software and hardware companies are requiring in their job postings. The report also groups these focus technical skills into *Skill Parent* categories as they appear in the iconography on the Job Labels.

Fields / Rationale

A focus technical skill is a focal skill on a Job Label. These skills might be a programming language, type of database, or system architecture and tend to require years of experience to master.

The first column includes the skills categorized using the Skill Parent as represented on the Job Label. In the PDF version, the links are live to the Job Label Catalog. The middle chart shows proportionally to the Skill Parent the number of jobs referring to the skill.

The bar chart shows the average allotment of Skill Points in thousands for readability. The first bar is Skill Points Experience, while the second bar is Skill Points Application.

Methodology

This report filters the skills represented on the Job Labels with a particular technical skill designation, typically appearing in the last grouping on the Job Labels (in order). The data is aggregated and linked to the Job Labels.

Insights

The software languages, technology, and hardware systems companies utilize are reflective in their job postings. A company looks to source jobs related to their own platforms or devices or ones they've chosen to adopt.

There are two ways to think about acquiring a focal technical skill, either learn the skill to augment a skill set or master the skill.

Learning Python, JavaScript, HTML, Adobe Photoshop / Illustrator, R Programming, or MS Excel almost guarantees some utility regardless of the industry or subject area and level of expertise.

Mastering these skills might establish job security. However, this requires being on the top echelon, because everyone applies to the same mentality. A computer science degree is sought after for this reason – a close to guarantee of a job, but the curriculum is grueling with attrition in the first years. In the report, Python, Java, C, and C# all require higher Skill Points prior experience.

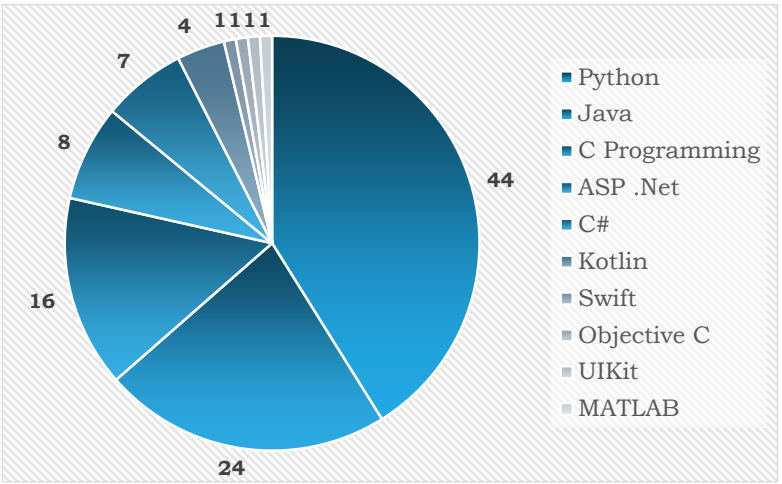
Skills Label Insights – Top Technical Skills in Categories, Number of Jobs and Skills Points ("SP")
Derived from Current Job Label Catalog

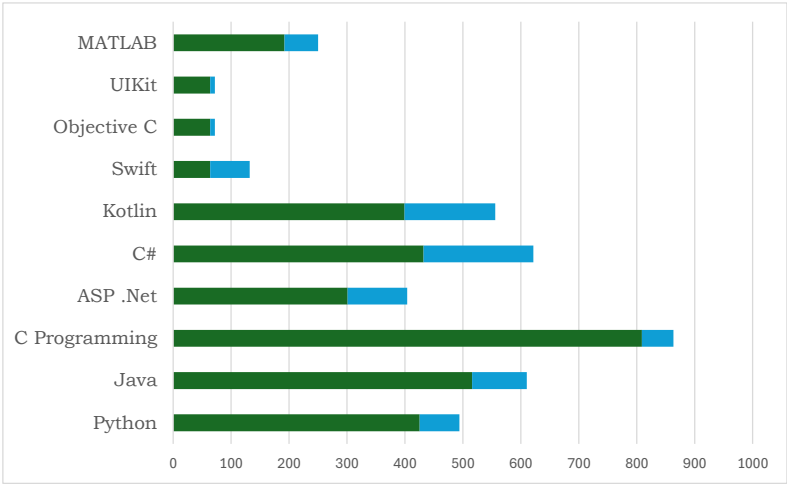
Number of Jobs

Skill Points - Experience and 1st Year Application (in Thousands)

Programming

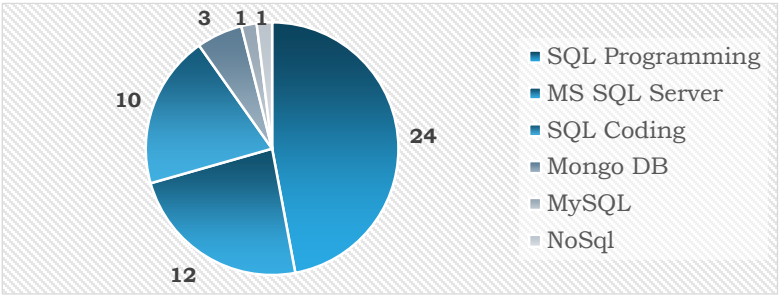
Python
Java
C Programming
ASP .Net
C#
Kotlin
Swift
Objective C
UIKit
MATLAB

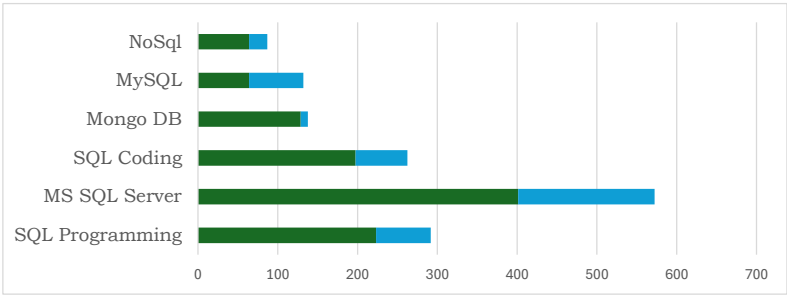




Databases

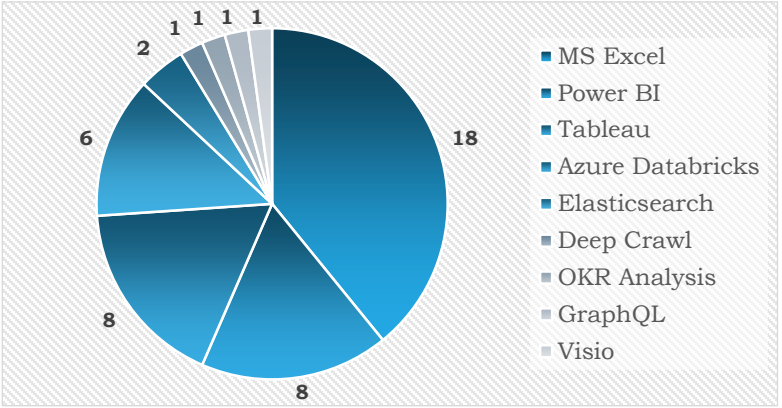
SQL Programming
MS SQL Server
SQL Coding
Mongo DB
MySQL
NoSql

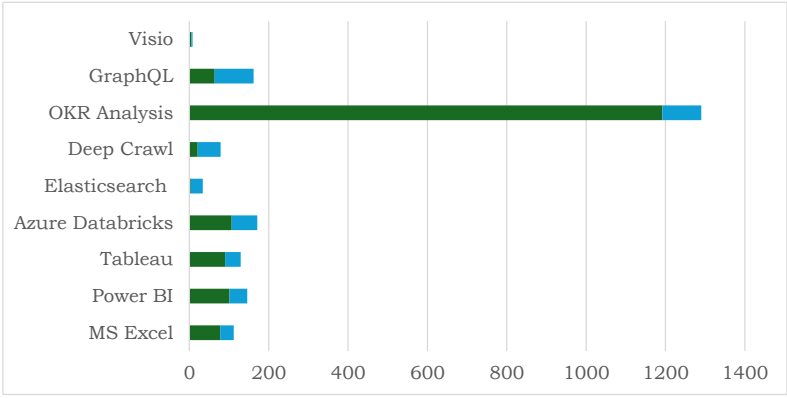




Data Analysis

MS Excel
Power BI
Tableau
Azure Databricks
Elasticsearch
Deep Crawl
OKR Analysis
GraphQL
Visio





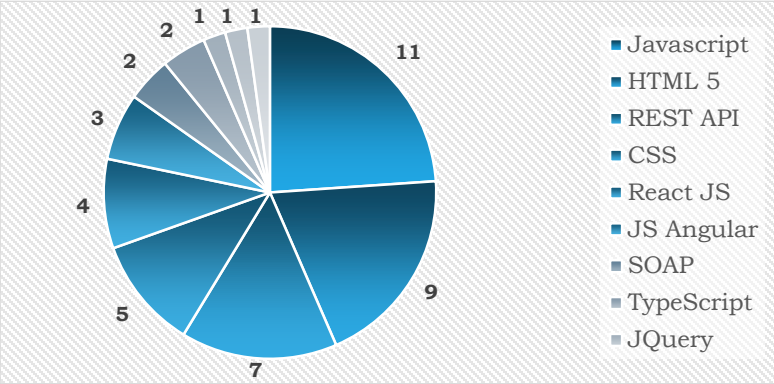
Skills Label Insights – Top Technical Skills in Categories, Number of Jobs and Skills Points ("SP")
Derived from Current Job Label Catalog

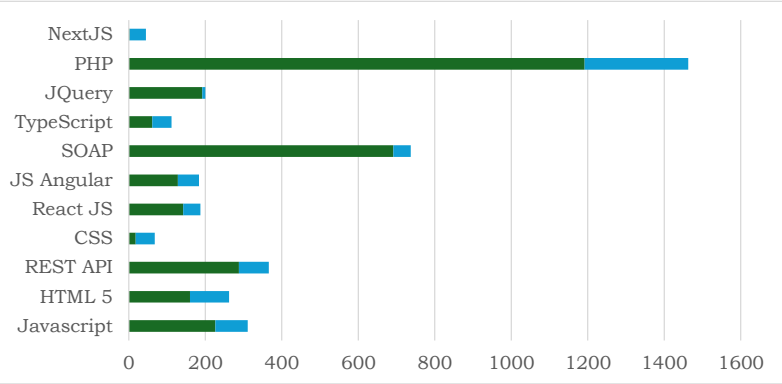
Number of Jobs

Skill Points - Experience and 1st Year Application (in Thousands)

Web Design

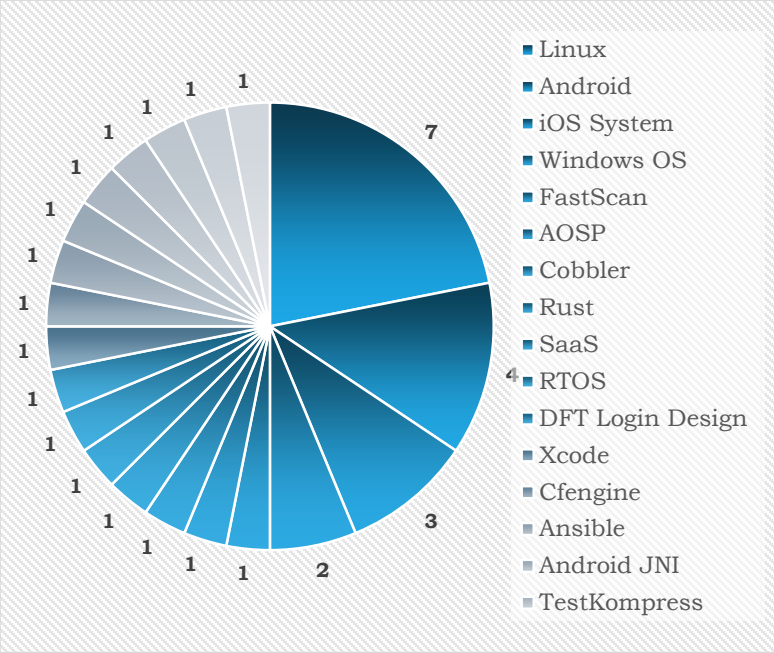
Javascript
HTML 5
REST API
CSS
React JS
JS Angular
SOAP
TypeScript
JQuery
PHP
NextJS

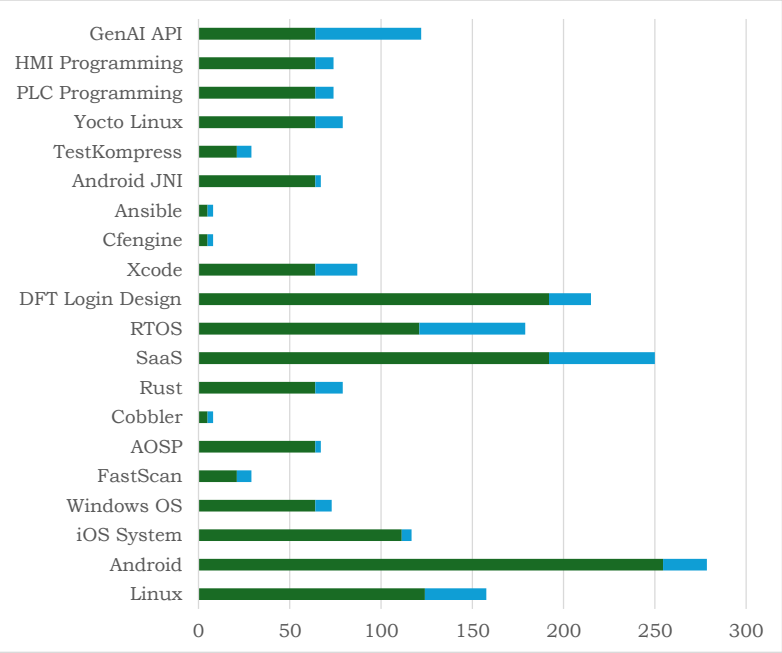




Systems

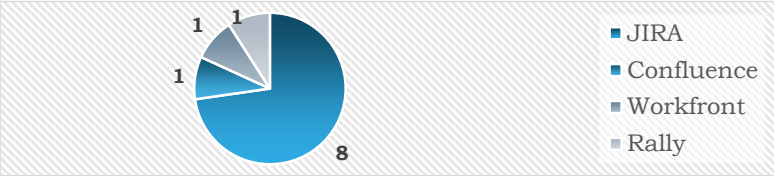
Linux
Android
iOS System
Windows OS
FastScan
AOSP
Cobbler
Rust
SaaS
RTOS
DFT Login Design
Xcode
Cfengine
Ansible
Android JNI
TestKompress
Yocto Linux
PLC Programming
HMI Programming
GenAI API

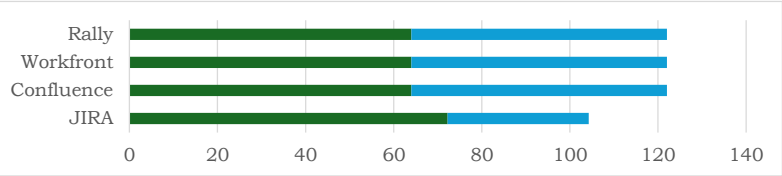




Project Management

JIRA
Confluence
Workfront
Rally





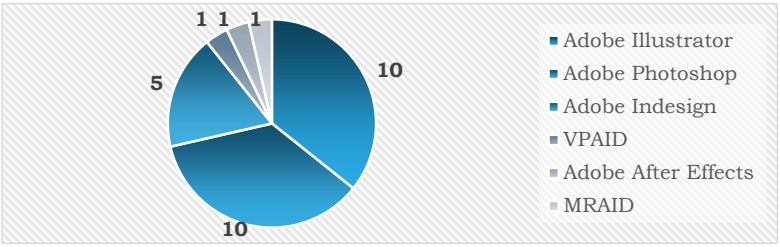
Skills Label Insights – Top Technical Skills in Categories, Number of Jobs and Skills Points ("SP")
Derived from Current Job Label Catalog

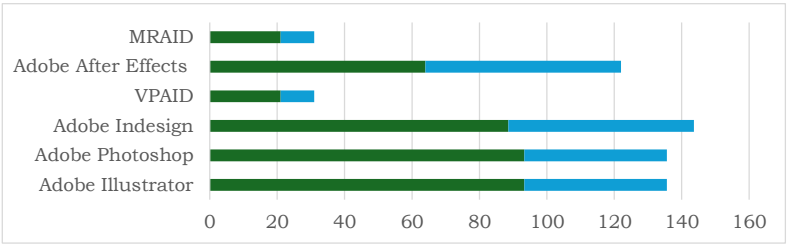
Number of Jobs

Skill Points - Experience and 1st Year Application (in Thousands)

Digital Media

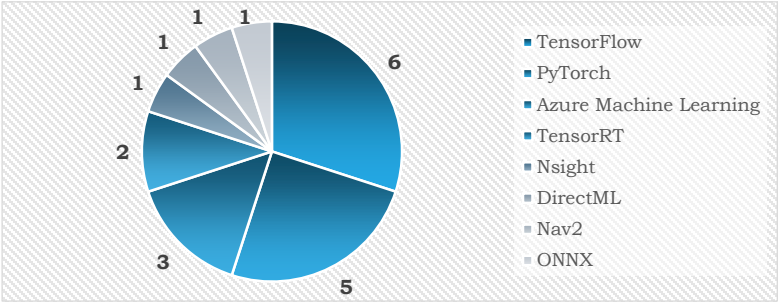
Adobe Illustrator
Adobe Photoshop
Adobe Indesign
VPAID
Adobe After Effects
MRAID

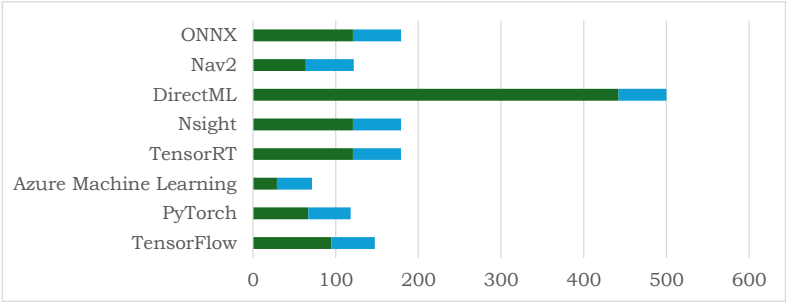




Artificial Intelligence

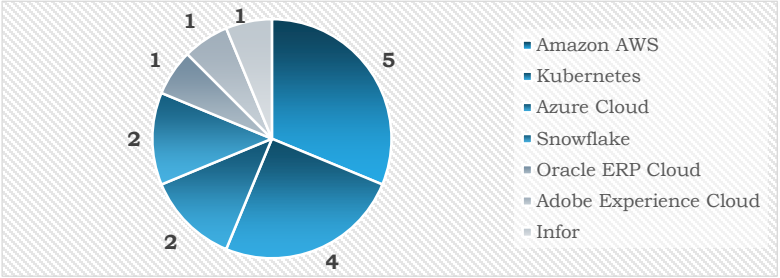
TensorFlow
PyTorch
Azure Machine Learning
TensorRT
Nsight
DirectML
Nav2
ONNX

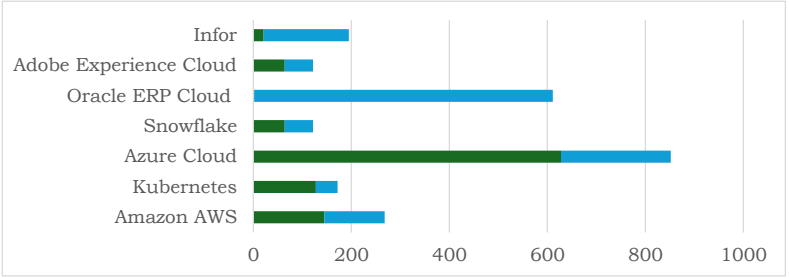




Cloud Computing

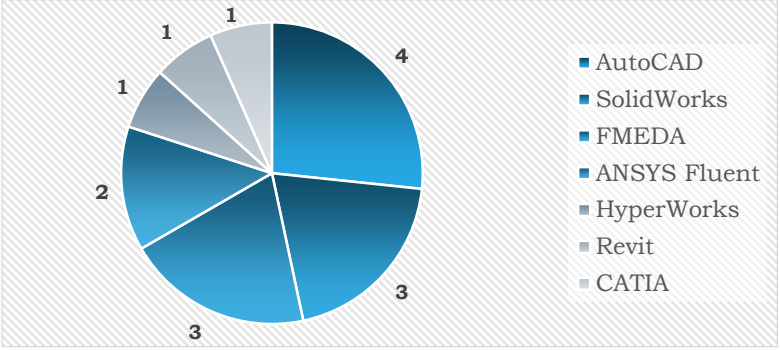
Amazon AWS
Kubernetes
Azure Cloud
Snowflake
Oracle ERP Cloud
Adobe Experience Cloud
Infor

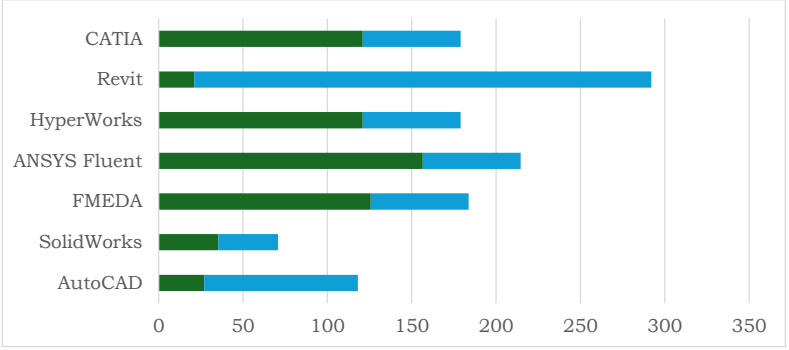




Engineering

AutoCAD
SolidWorks
FMEDA
ANSYS Fluent
HyperWorks
Revit
CATIA



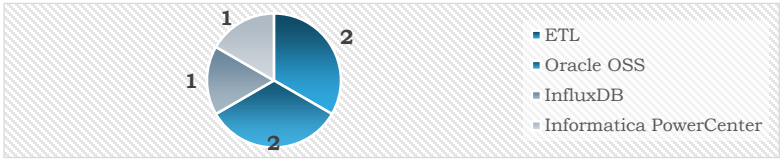


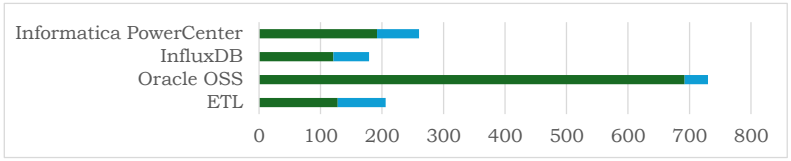
Skills Label Insights – Top Technical Skills in Categories, Number of Jobs and Skills Points ("SP")
Derived from Current Job Label Catalog

Number of Jobs

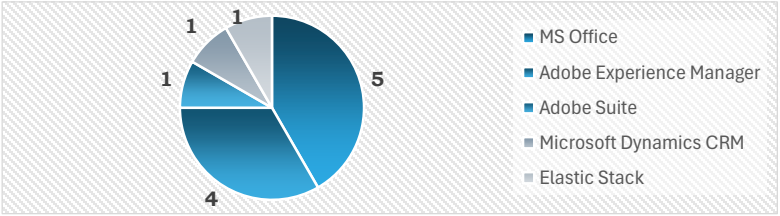
Skill Points - Experience and 1st Year Application (in Thousands)

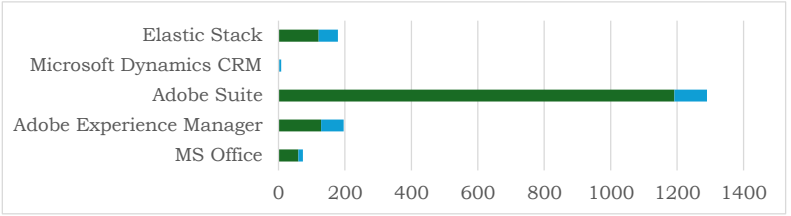
Data Management
ETL
Oracle OSS
InfluxDB
Informatica PowerCenter



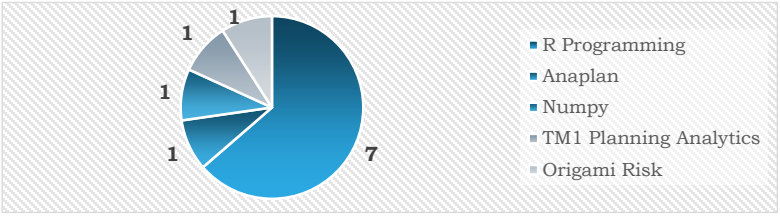


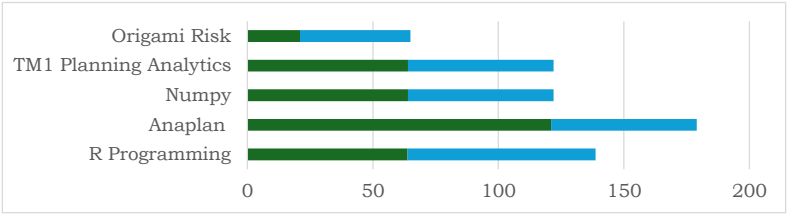
Content Management
MS Office
Adobe Experience Manager
Adobe Suite
Microsoft Dynamics CRM
Elastic Stack



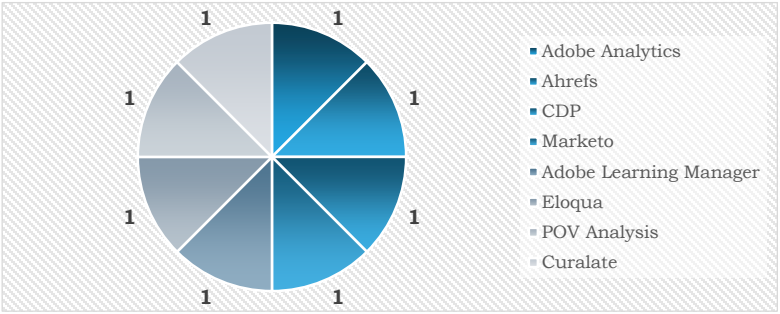


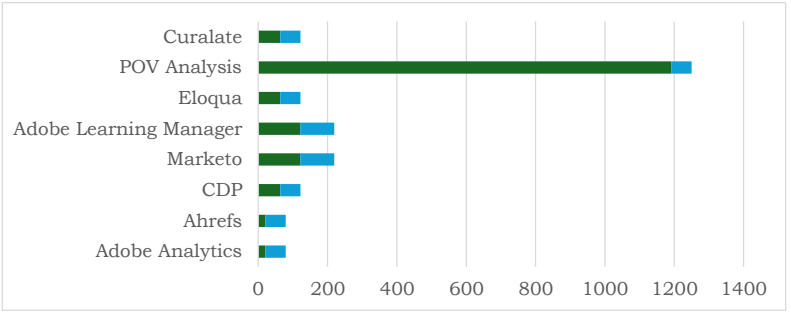
Quant
R Programming
Anaplan
Numpy
TM1 Planning Analytics
Origami Risk



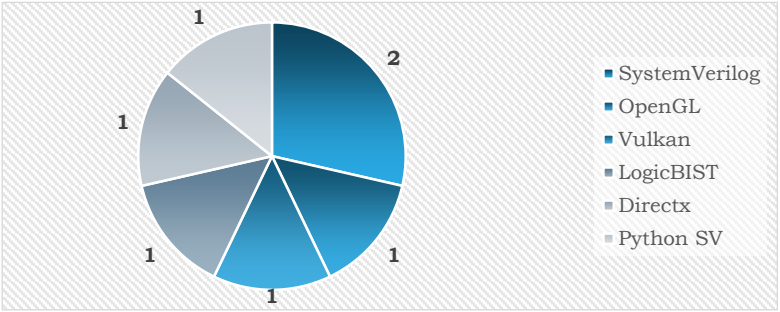


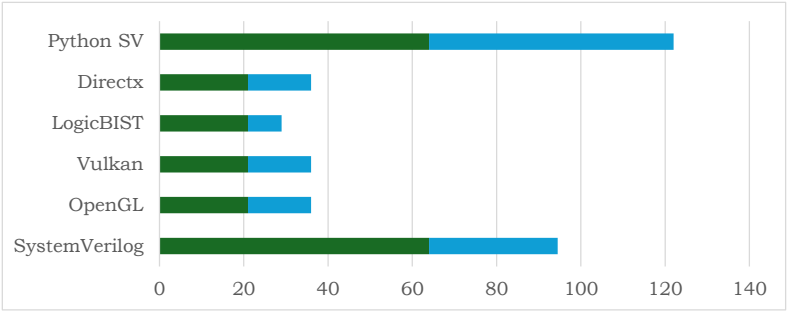
Marketing
Adobe Analytics
Ahrefs
CDP
Marketo
Adobe Learning Manager
Eloqua
POV Analysis
Curalate





Hardware
SystemVerilog
OpenGL
Vulkan
LogicBIST
Directx
SIM Technologies
Python SV





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