

THE HIDDEN HALF

Uncovering the invisible computing workforce

Think only STEM jobs require advanced computer skills? Think again. Change the Equation research finds that roughly **twice as many Americans as we thought** write computer code, develop software, or maintain computer networks on the job. And nearly **half** of them are in non-STEM occupations.

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{CHANGE THE EQUATION}[™]

COMPUTING ACROSS THE ECONOMY

According to the U.S. Bureau of Labor Statistics, 3.8 million people in the U.S. work in computing occupations. Yet Change the Equation finds that more than twice as many — **7.7 million Americans** — say they use computers in complex ways in their jobs.



Out of those 7.7 million

3.9 MILLION

have jobs in **STEM** fields

3.8 MILLION

have jobs in **non-STEM** fields

All
perform
tasks
such as



Developing software or modifying computer games



Programming using languages like Java, SQL, PHP, or Perl



Maintaining a computer network

BUILDING THE FOUNDATION IN K-12

The demand for advanced computing skills is much greater than originally thought, because jobs across the workforce now require knowledge and skills once confined to people with job titles like computer programmer, software developer, or network administrator. To have a fighting chance in this new economy, young people need a strong foundation in these skills long before they finish high school.

