

2018 Midwest IT Salary Guide



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INTRODUCTION



Introduction

Technology evolves rapidly, giving the IT industry no choice but to follow suit. As new niches in the field blossom and traditional roles retain their importance, demand for tech pros is skyrocketing. Currently, the unemployment rate in tech is 2.4%, indicating just how small the supply of available talent is¹. Given the chasm between supply and demand, it's clear to many that salaries are on the rise.

However, blanket statements on compensation paint the industry with a large brush, failing to take into account the nuances of individual locations. In the Midwest, a number of metropolitan areas have emerged as premier tech hubs, and yet they are each unique in their own ways.

Whether you're budgeting for IT staff or are a tech pro wanting to make sure your salary is on par with industry standards, it's important to understand market rates for specific roles in the Midwest. Let's take a look at the numbers, along with background information on what makes those dollar signs what they are today.



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Detroit's IT Sector Bounces Back Strong

Detroit's IT Sector Bounces Back Strong

A quintessential American city, Detroit was one of the hardest hit areas in previous economic recessions due to its close ties to the auto industry. However, it's a resilient city that can never be counted out, and it's currently enjoying a tremendous resurgence, with unemployment rates as low as they've been since the year 2000². Billed as "America's Newest Tech Hub" by Forbes, Detroit has no shortage of opportunities for job seekers and business leaders alike³.

**Lowest unemployment rate
since the year 2000**

The auto industry is bouncing back by focusing heavily on innovation and technology, and this is a leading driver of tech jobs in and around Detroit. However, the tech buzz isn't just limited to cars. Manufacturing in general has long been popular in Detroit, and the possibilities that AI



and machine learning bring by automating assembly lines require a tremendous number of IT pros who can program and oversee such efforts⁴. Additionally, as the #2 city in the Midwest for startup funding, Detroit is a haven for entrepreneurs⁵.

#2 city in the Midwest for startup funding

Hometown billionaire Dan Gilbert has invested over \$2 billion in real estate and tech ventures in Motown. A passionate ambassador for Detroit, voices like his have helped entice companies like Facebook, Amazon, and LG to invest millions in the area⁴. All of this activity makes it an exciting place for early-career IT pros, so it's no wonder that Millennials are flocking to Detroit, helping to cement the city's resurgence for the foreseeable future⁶.

\$2 Billion in investments from Dan Gilbert

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Grand Rapids Continues Tech Growth

Grand Rapids Continues Tech Growth

It turns out there's more than one Michigan city that's an investor's paradise. Grand Rapids has emerged as a leading midwestern tech town by luring major organizations to the area. In 2016, the city saw the opening of the largest, most advanced data center in the eastern United States worth hundreds of millions of dollars⁷. This facility has already announced plans for expansion and will represent a \$5 billion investment, creating more than 1,000 jobs over a 10-year period⁸.

Home to a \$5 billion data center

Such activity makes Grand Rapids a great opportunity for tech pros, proven by the fact STEM jobs in the city are growing two times faster than the national rate, a pace nearly on par with that of Silicon Valley⁹. To feed the demand, the area's Grand Circus training boot camp offers 10-week classes in a number of popular IT subjects, and 93% of boot camp graduates find a job in their

respective field of study⁴. This creates an attractive environment for professionals new to the tech industry or those looking to break into it without a lengthy degree.

Grand Rapids STEM jobs are growing at 2x the national average

While the tech opportunities are abundant in Grand Rapids, the area is an attractive place to live for a host of other reasons. Overall cost of living is 9% lower than the national average, with housing costs that are 19% lower¹⁰. When compared to traditional tech hub San Francisco, cost of living in Grand Rapids is a whopping 49% lower¹¹. With paychecks that go farther and a beautiful culture that encourages outdoor activity, supports local breweries, and celebrates art, it's no wonder the area is enticing for tech pros and IT business leaders.

49% lower cost of living than San Francisco

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Chicago's Evolving Tech Industry

Chicago's Evolving Tech Industry

As the unofficial capital of the Midwest, Chicago is a large technology hub that draws IT pros and tech entrepreneurs from throughout Illinois and surrounding states. When looking at the number of startups founded since just 2015, Chicago is by far the #1 startup city in the Midwest, boasting over 350 startups⁵. Best yet, Chicago's existing tech industry continues to grow, continuously attracting major established companies.

357 startups founded in the last 3 years

According to Inc., Chicago's entrepreneurial and IT friendly culture has fostered tech job growth to the extent that many now prefer the city over Silicon Valley¹². Taking into account tech giants like Google, Salesforce, CareerBuilder, Motorola, and Redbox that have put roots down in the city, it's clear that the opportunities for tech job seekers are abundant. In fact, the number of people employed by the top 100 tech companies in Chicago is growing at 15% each year¹³.

15% Yearly job growth rate within top 100 tech companies in Chicago

With widespread reports of decline in Chicago's general population, one has to wonder about the IT pros filling this growing number of roles. Who are they? The answer is clear: they're Millennials. Research proves that individuals aged 25 to 34 with a bachelor's degree are moving to Chicago more rapidly than any other city⁶. The age of this talent makes for a promising future and is a big reason why Chicago ranks as one of the top ten future global tech hubs¹⁴. Organizations looking for tech talent will be wise to adjust recruiting strategies appropriately by reaching out to Millennials while tailoring roles to their preferences.

Chicago is the #1 city for educated Millennials



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In-Demand Tech Skills in the Midwest for 2018

In-Demand Tech Skills in the Midwest for 2018

The best tech cities in the Midwest may share a number of traits, but it's the type of tech roles they need most that truly tie them together. Understanding the most in-demand IT skills of 2018 in this region of the country sheds a light on which roles are seeing the strongest increases in compensation. These are the niches in which hiring managers have the most trouble locating talent and represent areas where tech professionals can expand their skill sets and further their careers.





Cybersecurity

It should come as no surprise that, at a time when ransomware attacks cost victims over \$1 billion per year, cybersecurity professionals are in extreme demand¹⁵. In fact, by 2020 there will be 1.5 million unfilled positions in this area¹⁶. Security is a top priority for companies, and the importance placed on safeguarding against future attacks justifies healthy salaries for Cybersecurity talent.



Big Data

Organizations are on the constant lookout for ways to improve, and many are finding success through the power of business intelligence and data analysis. With so much information passing through a company's servers each day, raw data can provide insights like never before. However, it takes niche talent to make this happen. Data scientists and analysts are needed badly, demonstrated by the 3,977% increase in demand for big data skills over a four-year period¹⁷.



Mobile Development

Today's world is a mobile one, with consumers spending an average of five hours per day on their mobile devices¹⁸. For a business, this presents a tremendous opportunity in the ability to reach people wherever they are at any time. Companies looking to cash in by either investing in mobile-friendly advertisements or creating their own apps are guaranteeing that demand for IT pros with mobile development expertise rises alongside mobile usage.



FinTech

The impact technology is making on the financial field is so strong that an entirely new term, FinTech, has arisen to describe financial technology tools. Since 50% of digitally-active consumers are using their computers, phones, or tablets for banking, they are pushing financial institutions to evolve¹⁹. Combined with the blockchain revolution, banks, investment groups, accounting departments, and more are in need of talent versed in FinTech.



Internet of Things

There are so many “smart” products on the market today that it's becoming difficult to even find an electronic device that doesn't connect to the internet. Whether they are TVs, lightbulbs, or refrigerators, there are now more IoT devices than there are people living in the world²⁰. Organizations looking to capitalize on the trend seek specialized IT pros who understand how IoT and the cloud work together to create a seamless user experience.



2018 IT Salary Figures For the Midwest²¹

		JUNIOR LEVEL (0-2 YEARS)	MID LEVEL (3-7 YEARS)	SENIOR LEVEL (8+ YEARS)
Application Development				
	Java Developer	\$56,141	\$82,488	\$120,693
	.NET Developer	\$41,050	\$70,214	\$95,586
	Software Architect	\$71,645	\$105,626	\$142,373
	SharePoint Developer	\$52,817	\$78,474	\$127,845
	SharePoint Architect	\$78,366	\$109,644	\$138,858
	SharePoint Administrator	\$49,997	\$72,334	\$105,887
	Android Developer	\$51,521	\$79,947	\$121,779
	iOS (Apple Mobile App Developers)	\$48,511	\$80,239	\$121,976
	Mobility Platform Architect	\$46,862	\$71,840	\$110,143
	UI Developer	\$51,153	\$70,927	\$118,538
	UI/UX Mobile Designer	\$48,362	\$72,563	\$108,768
	UI/UX Front End Designer	\$49,606	\$74,240	\$99,356
	Front End Developer	\$49,978	\$68,792	\$95,848

		JUNIOR LEVEL (0-2 YEARS)	MID LEVEL (3-7 YEARS)	SENIOR LEVEL (8+ YEARS)
Infrastructure				
	Network Architect	\$105,760	\$121,570	\$145,521
	Application Support Analyst	\$45,456	\$60,834	\$82,667
	Help Desk	\$30,521	\$41,990	\$54,817
	Desktop Support	\$33,884	\$46,573	\$65,321
	Desktop Engineer	\$41,916	\$60,316	\$91,692
	IT Support Analyst	\$36,895	\$51,112	\$79,076
	IT Coordinator	\$34,160	\$49,096	\$76,596
	IT Project Administrator	\$40,593	\$53,440	\$ 84,364
	IT Systems Support	\$36,895	\$51,112	\$79,076
	Citrix Administrator	\$54,539	\$74,893	\$108,950
	Data Center Engineer	\$62,621	\$90,926	\$131,917
	Operations Manager	\$39,316	\$64,088	\$102,609
	Systems Programmer	\$46,511	\$76,852	\$118,797
	Storage Engineer	\$56,154	\$86,467	\$119,273
	VMS Administration	\$35,954	\$54,199	\$78,815
	System Administrator, Windows Server	\$45,201	\$63,965	\$92,909

		JUNIOR LEVEL (0-2 YEARS)	MID LEVEL (3-7 YEARS)	SENIOR LEVEL (8+ YEARS)
Big Data				
	Data Architect	\$90,637	\$131,014	\$170,571
	Database Developer	\$48,773	\$71,688	\$104,496
	Data Modeler	\$50,335	\$89,059	\$129,790
	Database Administrator	\$53,582	\$104,587	\$131,846
	BI Manager	\$69,568	\$81,927	\$137,325
	BI Developer	\$56,270	\$74,565	\$105,201
	Database Administrator	\$42,668	\$69,362	\$117,312
	Reporting Analyst	\$41,157	\$55,965	\$86,538
	Data Warehouse Analyst	\$51,572	\$77,947	\$108,422
	Modeling Analyst	\$54,855	\$70,579	\$104,487
Leadership				
	CIO	\$112,252	\$187,373	\$255,321
	IT Director	\$76,478	\$124,683	\$175,505
	IT Manager	\$60,074	\$96,102	\$139,008
	Senior IT Manager	\$85,123	\$118,557	\$151,344

		JUNIOR LEVEL (0-2 YEARS)	MID LEVEL (3-7 YEARS)	SENIOR LEVEL (8+ YEARS)
QA/Business Analysts				
	Manual QA Tester	\$31,200	\$52,112	\$80,174
	Mobile QA Tester	\$31,824	\$50,632	\$81,914
	Software QA Tester	\$32,771	\$55,854	\$79,758
	QA Test Automation Engineer	\$48,229	\$69,709	\$102,391
	Business Analyst	\$50,398	\$80,252	\$101,534
Security				
	Security Engineer	\$47,449	\$73,546	\$110,261
	Security Architect	\$91,089	\$126,267	\$155,237
	IT Security Specialist	\$47,449	\$73,546	\$110,261
Project & Program Management				
	IT Project Manager	\$52,433	\$88,119	\$124,158
	IT Program Manager	\$72,540	\$96,290	\$138,498
	Project Manager - Applications	\$83,534	\$111,457	\$138,838
	Project Manager - Infrastructure	\$62,006	\$93,416	\$129,975
	Project Coordinator	\$40,593	\$53,440	\$84,364
	Scrum Master	\$57,147	\$86,373	\$134,995

		JUNIOR LEVEL (0-2 YEARS)	MID LEVEL (3-7 YEARS)	SENIOR LEVEL (8+ YEARS)
ERP				
	SAP Technical Analyst	\$51,486	\$77,661	\$118,202
	SAP Business Analyst	\$51,436	\$77,661	\$118,202
	QAD Technical Analyst	\$56,408	\$73,725	\$91,453
	QAD Functional Analyst	\$56,408	\$73,725	\$91,453
	QAD Mfg/Pro Programmer Analyst	\$56,408	\$73,725	\$98,454
Interface Support Roles				
	WebSphere Administrator	\$61,241	\$91,635	\$120,342
	WebSphere Systems Programmer	\$40,422	\$89,661	\$139,496



About Select Resources

Select Resources is a leading provider of IT staffing solutions to a number of industries throughout Michigan and the Midwest. A customized approach to addressing the technology skills shortage allows the right contract, contract-to-hire, or direct-placement candidates to be delivered to clients the first time. The talent Select Resources provides is both highly-skilled and reliable, completing the full term of their contracts and backed by extended support from sun-up to sun-down. With industry-leading benefits, career support, and the core values of Quality, Commitment, and Integrity, Select Resources has established world-class service levels to both candidates and hiring managers.

Our Core Values



Quality



Commitment



Integrity

If you're a business in need of IT staffing solutions or a tech professional looking for your next great role in Michigan and the Midwest, reach out to us today at www.select-resources.com or (616) 301-7700.

For those seeking tech talent or IT opportunities in Chicagoland, contact our sister firm NueVista at www.nuevista.com or (630) 472-6838.

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