TECH OR ASSO	29		GENDER	%		Ethnic Minorities	4				
		F	6	20.68965517		%	13.79310345				
		M	23	79.31034483							
		N	0	0							

Years in DV	# of people	people years
0.50	2.00	1
1.00	5.00	5
2.00	4.00	8
3.00	2.00	6
4.00	1.00	4
5.00	3.00	15
8.50	6.00	51
13.50	1.00	13.5
18.50	3.00	55.5
23.50	1.00	23.5
28.50	0	0
30	1	30
	Total ppl years	182.5
	AVERAGE YEARS	**6.293103448**

Median Pay	# of people	people pay
5	1	5
15	1	15
30	3	90
50	3	150
70	8	560
90	3	270
110	4	440
130	1	130
150	0	0
170	0	0
190	0	0
210	0	0
230	0	0
250	1	250
total people pay		1910
AVERAGE PAY		**65.86206897**

Roles	
Analyst	7
Designer	2
Developer	7
Engineer	1
Scientist	1
Journalist	3
Cartographer	0
Leadership	4

TOP 5 Tools	
Excel	15
Power Bi	13
Tableau	8
D3js	8
Python	7

Growth Methods	total
Books	7
Workshops	15
Examples	19
Video Tutorials	16
Collab with skilled	14
working through a project	16
Mentoring/teaching	5
Podcasts	2
In person learning	5
Virtual learning	8

Frustrations	total	%
Lack of Time	11	37.93103448
Lack of Design Expertise	4	13.79
Lack of Technical Skill	7	24.14
Learning new tools etc	7	24.14
Accessing Data	10	34.48
Information Overload	4	13.79
Lack of Collaboration	4	13.79
Lack of Mentorship	9	31.03
Low Data Literacy	5	17.24
Not enough respect for DV	4	13.79
Tech Limits of Tools	7	24.14
Too much effort on non DV	5	17.24
Data Volume	4	13.79
	sum	279.3103448
	Total %	**21.48541114**