

2026 Q1 | Experis Tech Talent Outlook



U.S. FINDINGS

U.S. Executive Summary

Nearly 3,800 Tech & IT Services employers across 41 countries participated in the latest Experis Tech Talent Outlook.

Employers reported a
U.S. Net Employment
Outlook of

33%

as they consider
their hiring plans for
January – March.

Calculated by subtracting
employers planning reductions
from those planning to hire*.

Expectations have
weakened
by **10%** **percentage
points** since
last quarter and

19 **percentage
points** when
compared to the same
time last year

Strong hiring market, but momentum is cooling.

U.S. hiring declines from last quarter, but despite increased caution, nearly half of tech employers are planning to add to staff.

Tech talent scarcity remains high.

Six out of ten tech employers report that IT and data expertise are the most difficult skills to source, prompting a shift toward flexible talent strategies and accelerated upskilling initiatives. Additionally, **73%** of employers still struggle to find the skilled talent they need, driving increased focus on flexible talent and upskilling.

To overcome ongoing talent scarcity,
employers have primarily:

**upskilling &
reskilling** their
employees (32%)

followed by

**targeting
new talent
pools** (26%)

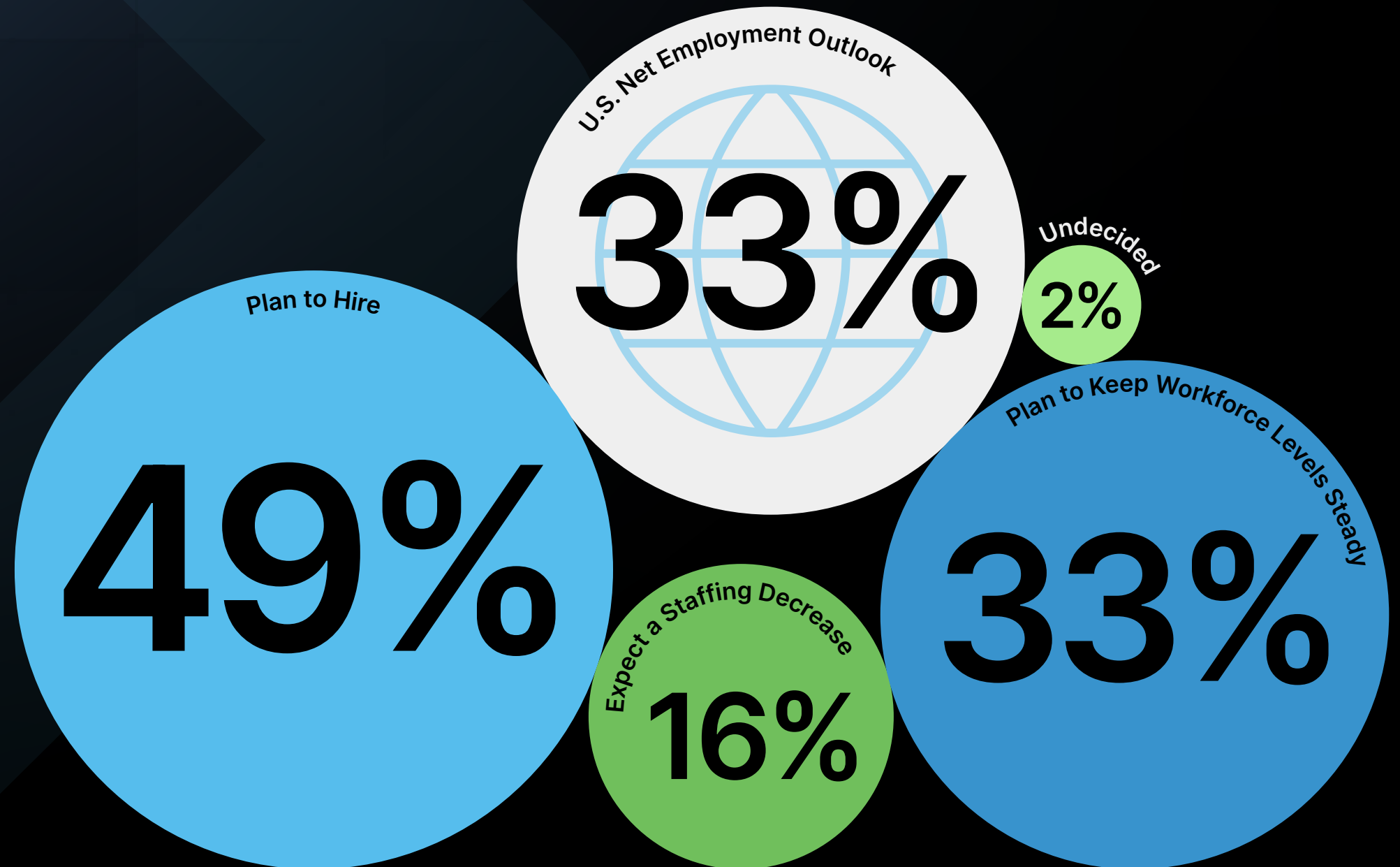
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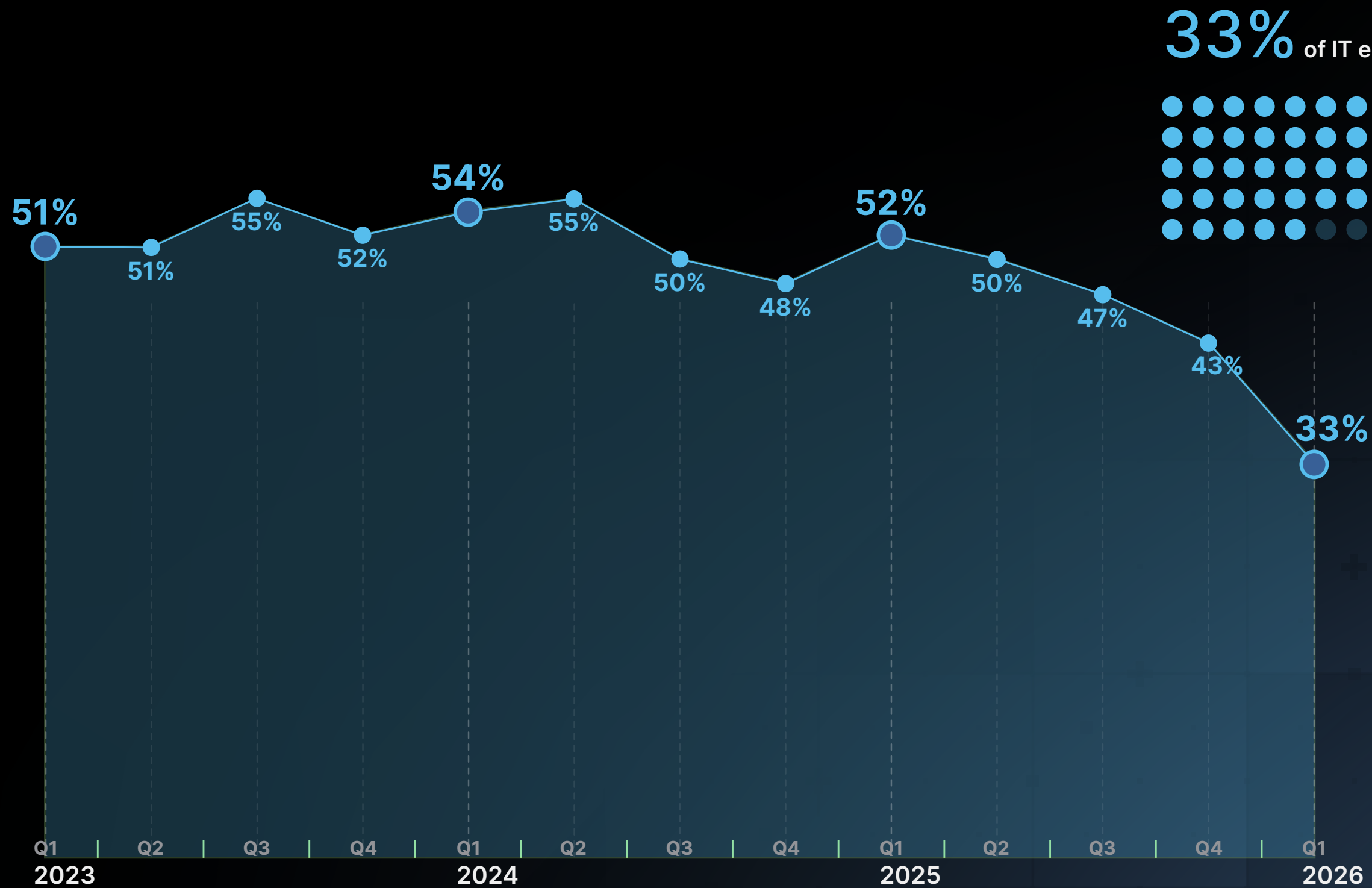
**Increasing
wages** (25%)



The Q1 2026 U.S. Tech Talent Outlook

Used internationally as a bellwether of labor market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – **now stands at 33%.**





33% of IT employers plan to hire in Q1 2026.



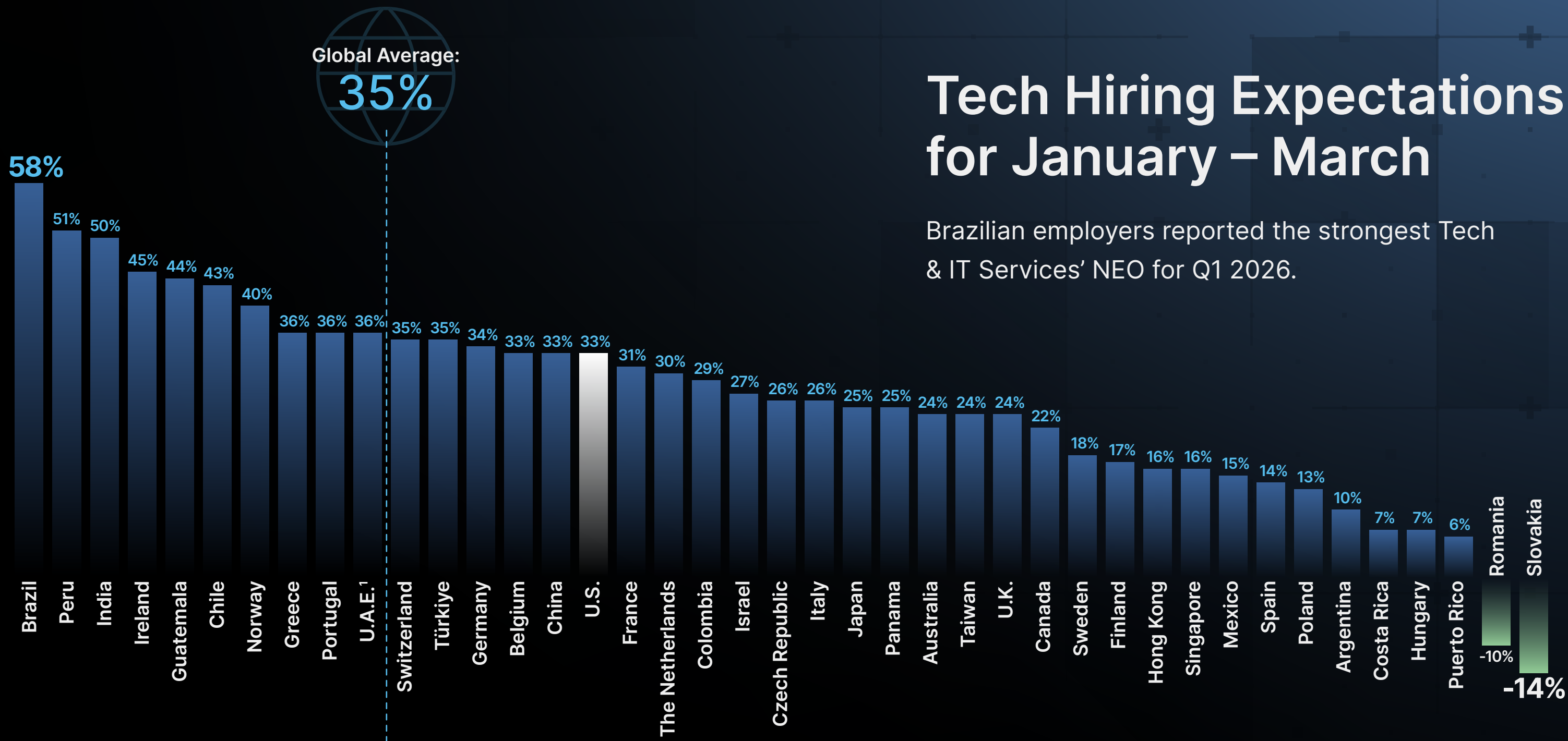
U.S. Outlook Changes Over Time

Hiring demand weakened by 10 percentage points since the previous quarter and 19 percentage points compared to the same time last year.

Numbers are adjusted for seasonal variations.

Tech Hiring Expectations for January – March

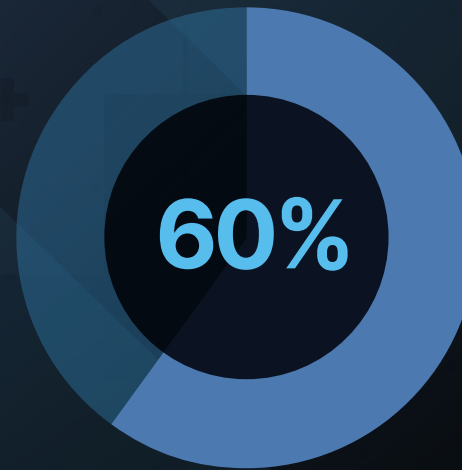
Brazilian employers reported the strongest Tech & IT Services' NEO for Q1 2026.



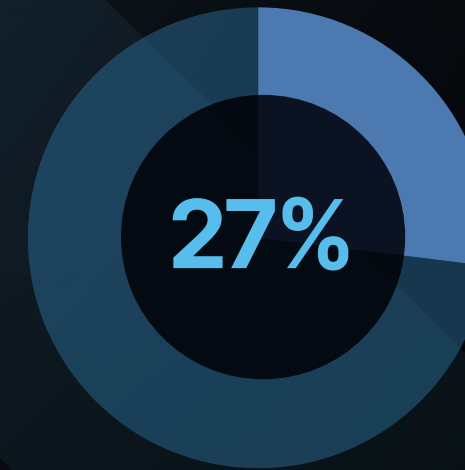
U.S. has dipped 2 points below global average

Top Skills Sought by Employers

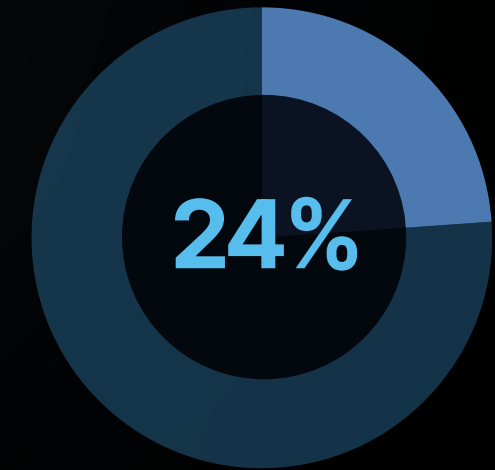
IT & data-related expertise emerged as the most in-demand technical skills sought-after by employers.



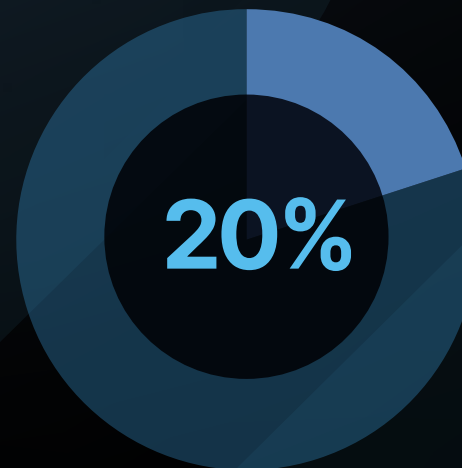
IT & Data



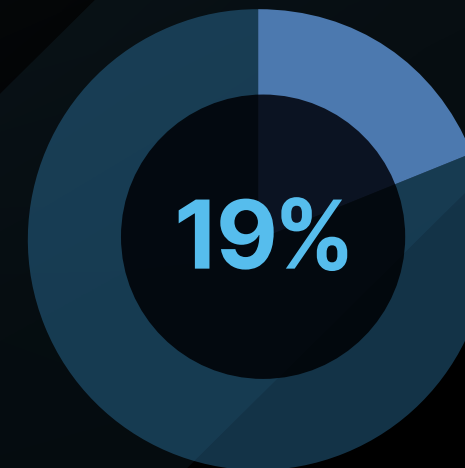
Engineering



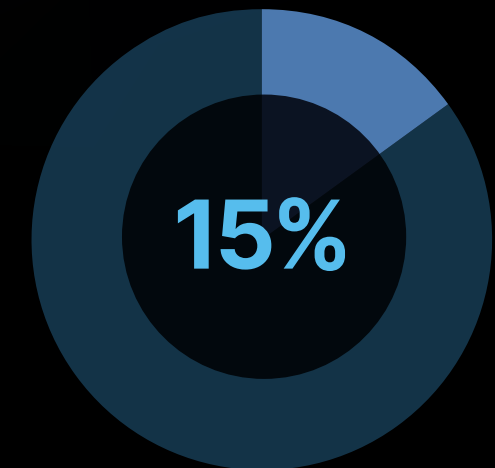
Operations & Logistics



HR skills



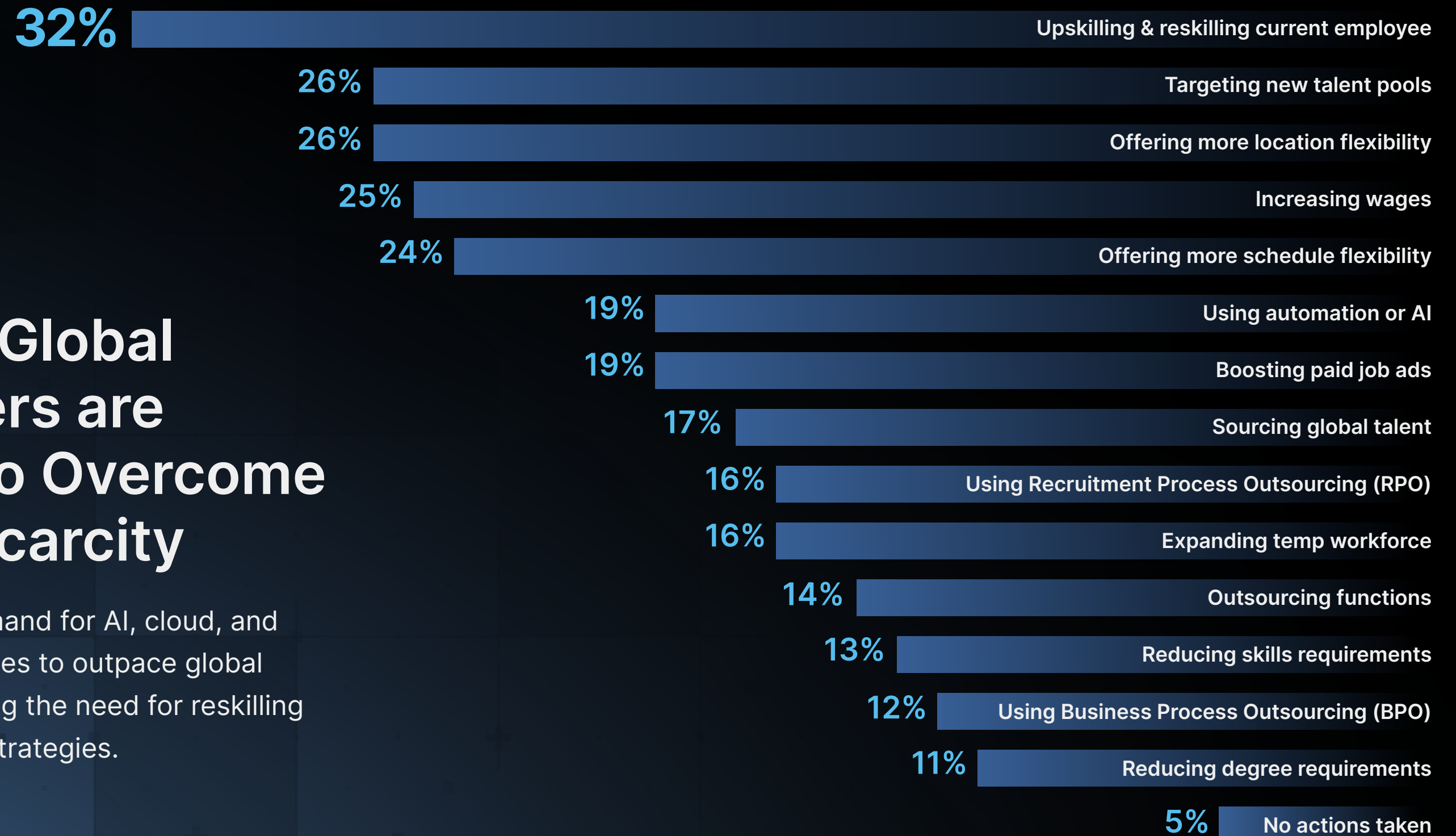
Sales & Marketing



Sustainability/Environmental skills

Actions Global Employers are Taking to Overcome Talent Scarcity

The speed of demand for AI, cloud, and data roles continues to outpace global supply, intensifying the need for reskilling and other talent strategies.



The Methodology

About the Experis Tech Talent Outlook

The research is based on responses from 3,796 Tech and IT Services' sector employers across 41 countries included in ManpowerGroup's Employment Outlook Survey — the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. The United Arab Emirates (U.A.E.) joined in Q3 2025 and there is currently no year-on-year historical data. Data is seasonally adjusted after seven quarters.

The fieldwork was conducted in all markets from October 1-31, 2025.

About The Experis Tech Talent Outlook's Tech & IT Services Industry Sector

ManpowerGroup has introduced an updated industry sector classification to ensure our insights more closely reflect today's global economy. Historical data has been reclassified to maintain consistency over time, and national and regional results remain unchanged. The Tech & IT Services' classification is defined by the following North American Industry Classification System (NAICS) Sectors: Computer and Electronic Product Manufacturing (334); Internet Publishing and Broadcasting (516); Telecommunications (517); Data Processing, Hosting, and Related Services (518); Other Information Services (519); and Computer Systems Design and Related Services (5415).

About The Talent Shortage Survey

ManpowerGroup interviewed 40,413 employers in 42 countries from October 1-31, 2024. The Information Technology classification is defined by: Information and Technology; I.T.; IT Services; Software; Communications Equipment; Technology Hardware, Storage & Peripherals; Electronic Equipment, Instruments & Components; Semiconductors & Semiconductor Equipment; IT Manufacturing; Other IT Sub-Industry.

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Forward-Looking Statements

This site contains forward-looking statements, including statements regarding labor demand in certain regions, countries, and industries, and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements due to risks, uncertainties, and assumptions. These factors include those found in the Company's reports filed with the SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, which information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

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