



# 2025 Q3

## Experis Tech Talent Outlook



IT Employers in the U.S. reported a Net Employment Outlook of 47% for the third quarter of 2025.



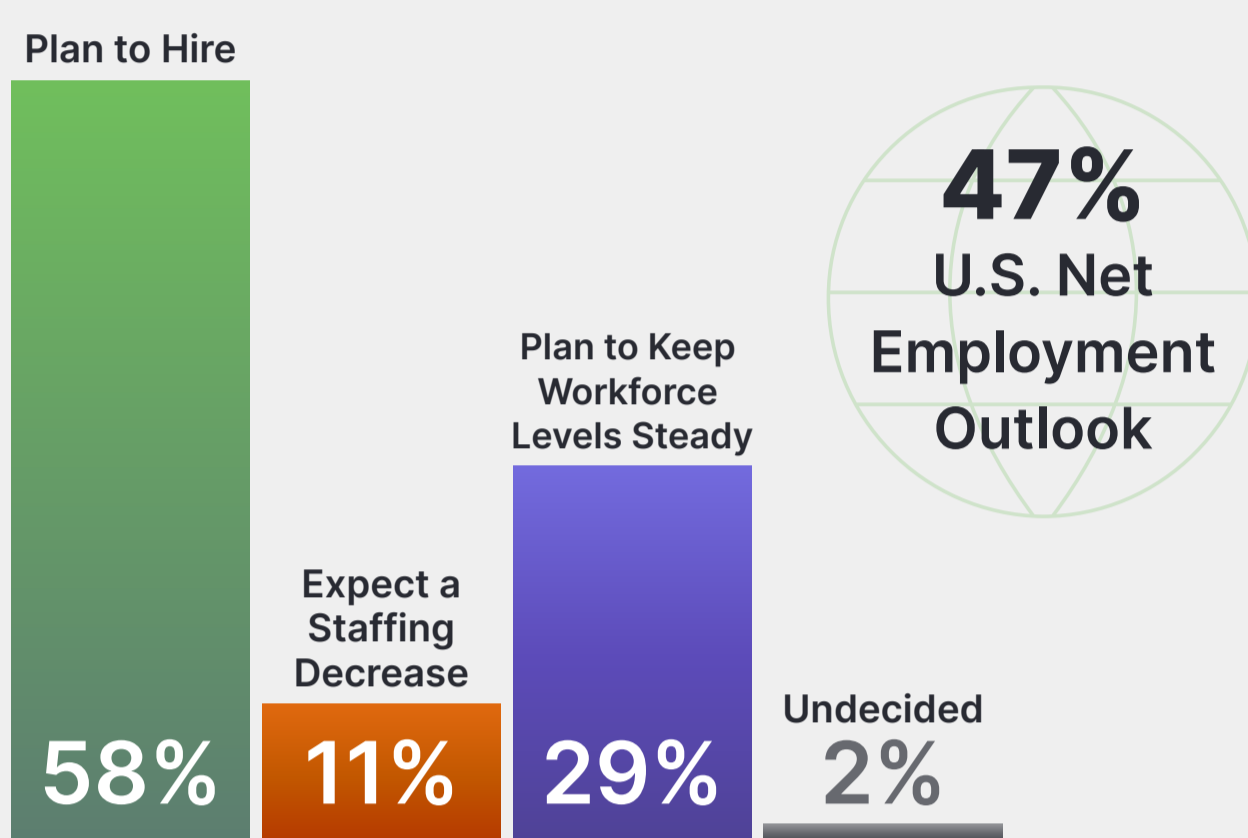
73% of U.S. employers say they are struggling to find the skilled tech talent they need.\*



The U.S. IT outlook remains strong, standing 11 points above the global average.

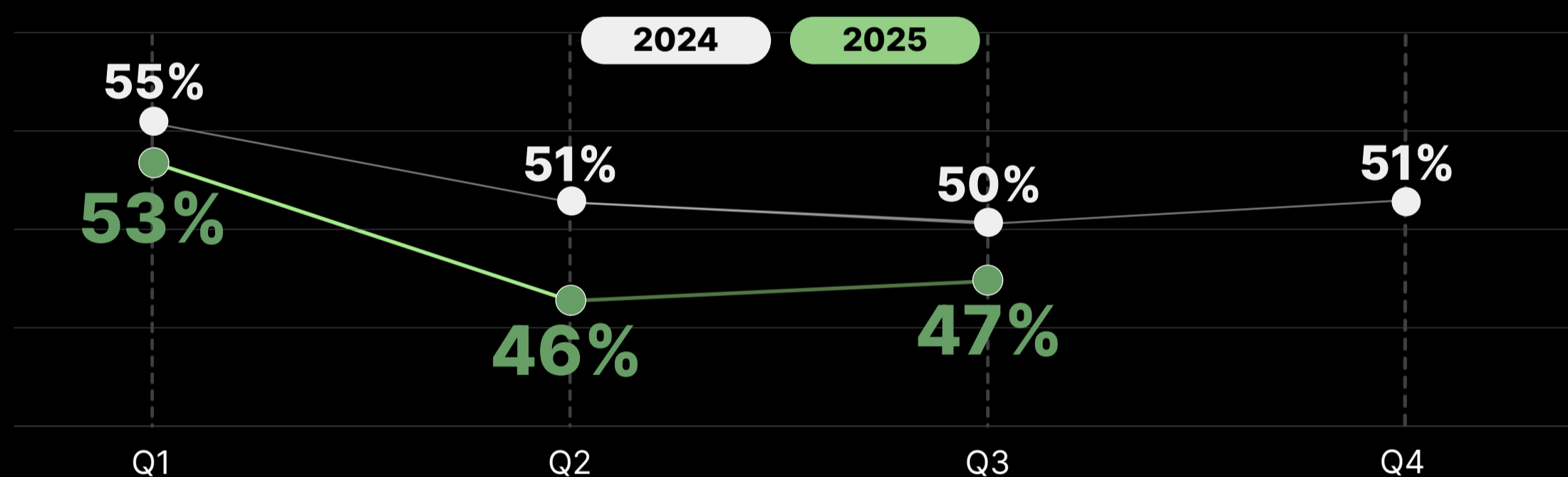
### The U.S. IT Industry Employment Outlook

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 47%.



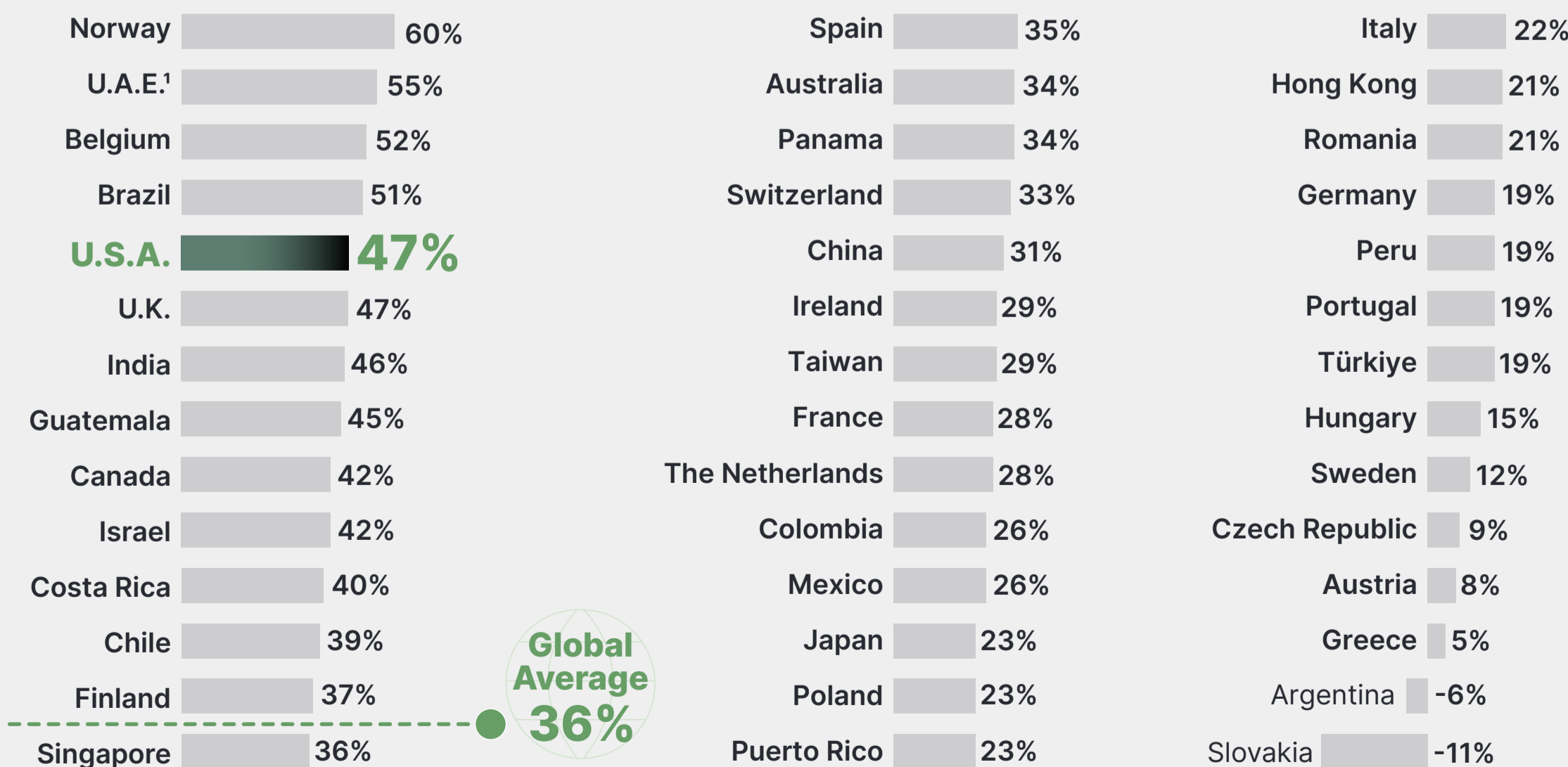
### Changes Over Time

Demand for IT talent rose slightly, increasing by 1 point from the previous quarter, but remaining 3 points below the level reported this time last year.



### IT Hiring Expectations for July – September

Globally, the U.S. and the U.K. tied for 5th place in hiring expectations.



For more insights, visit [experis.com](https://experis.com)

Stay Connected:

This research is based on results from the ManpowerGroup Employment Outlook Survey — the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. ManpowerGroup interviewed 5,791 IT employers across 42 countries on hiring intentions for the third quarter of 2025.

\*2025 ManpowerGroup Talent Shortage Report. Fieldwork was completed between October 1-31, 2024.

<sup>1</sup>The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.



Manpower



Experis  
ManpowerGroup



Talent Solutions  
ManpowerGroup



ManpowerGroup