



Experis[®]
ManpowerGroup

Tech Talent Outlook



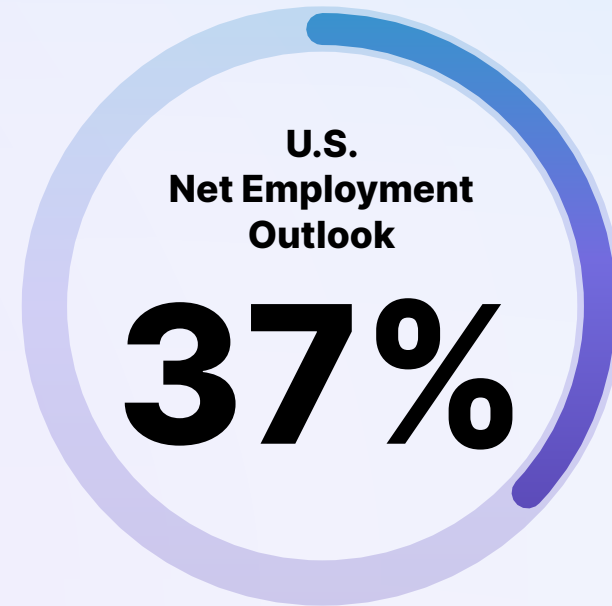
U.S. FINDINGS

2026 **Q4**

2026 Q4

Executive Summary

More than 4,000 Tech & IT Services employers across 42 countries were asked about their fourth quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.



U.S. employers reported a Net Employment Outlook (NEO) of 37% as they consider hiring plans for October – December*

↓ **decreased**
10 points
since the previous quarter

↓ **decreased**
10 points
when compared to one year ago

To overcome ongoing talent scarcity, employers have primarily



upskilled & reskilled
their employees



expanded talent
pools



increased
wages¹



of employers said they were struggling to find the skilled talent they need.

Competition for top tech talent eased slightly, down from 76% in 2025.¹

Key Takeaways

Despite a pullback in hiring expectations from last quarter, a majority of tech employers still plan to increase staffing in Q4, driven primarily by business growth. While AI continues to reshape workforce needs, employers are placing greater value on human skills and investing in building talent from within.

The Q4 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 37%.**

The unadjusted NEO is then seasonally adjusted to remove predictable hiring fluctuations and ensure consistent comparisons across regions and time periods. The seasonally adjusted figures are used throughout the remainder of these materials unless otherwise noted.

53%



Plan to hire

30%



**Plan to keep
workforce
levels steady**

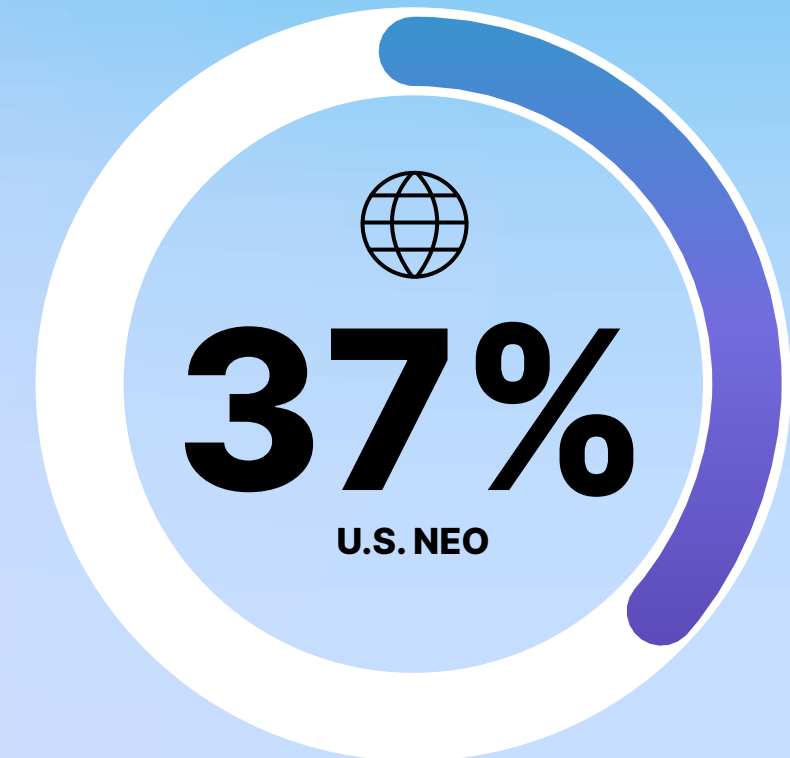
16%



**Expect a
staffing
decrease**

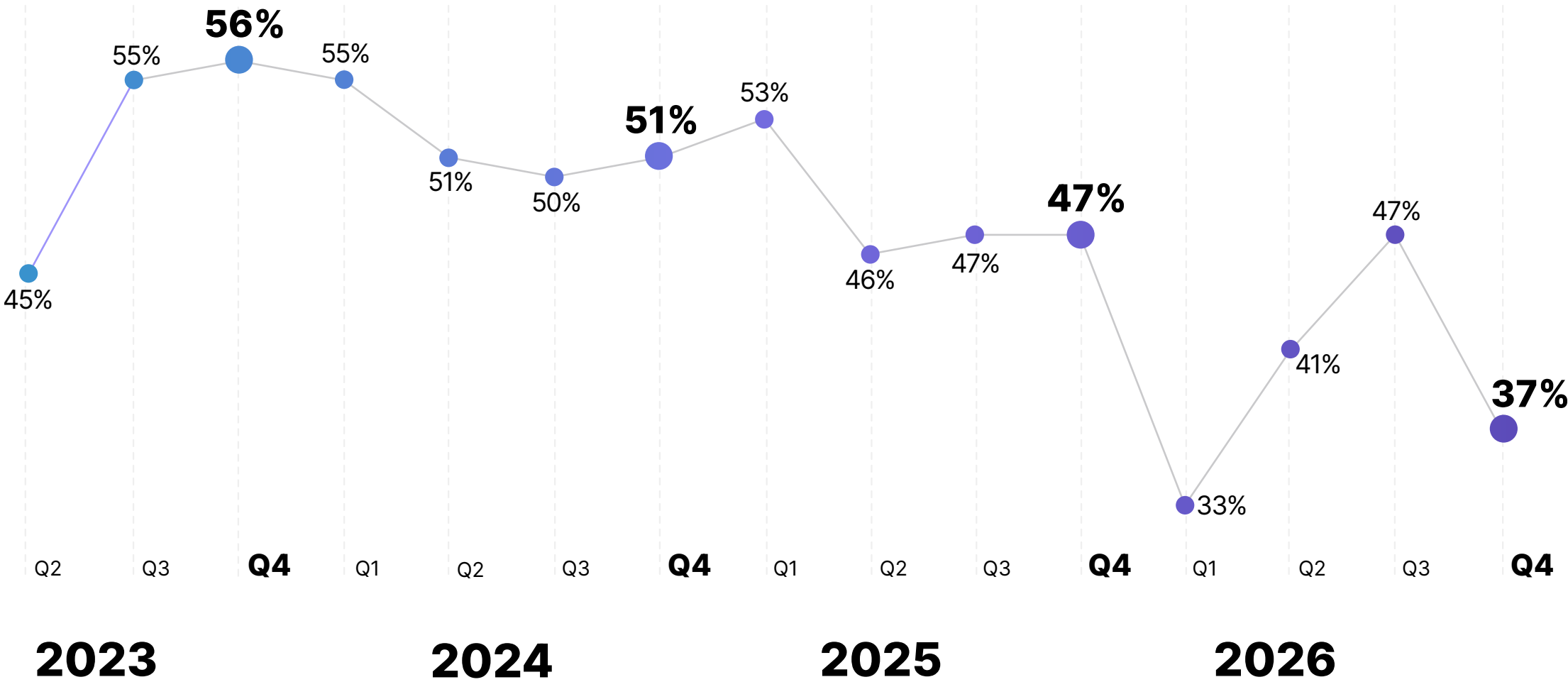
1%

Unsure

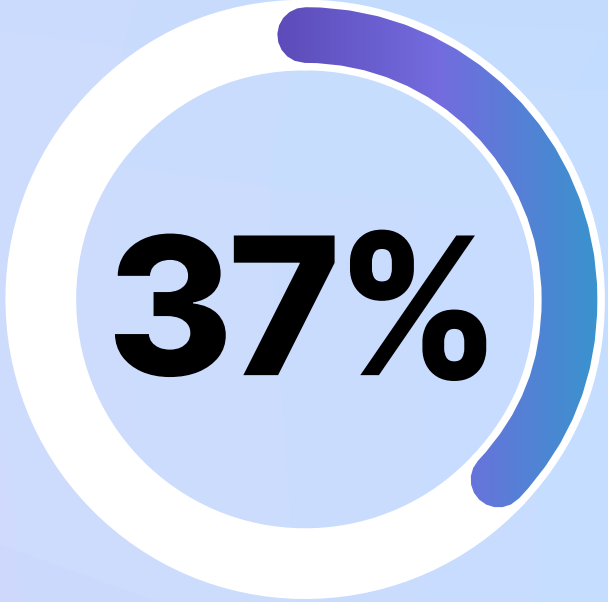


Changes over time

Peaking in Q3, the hiring outlook decreased since the previous quarter and year-over-year (both by -10 points).

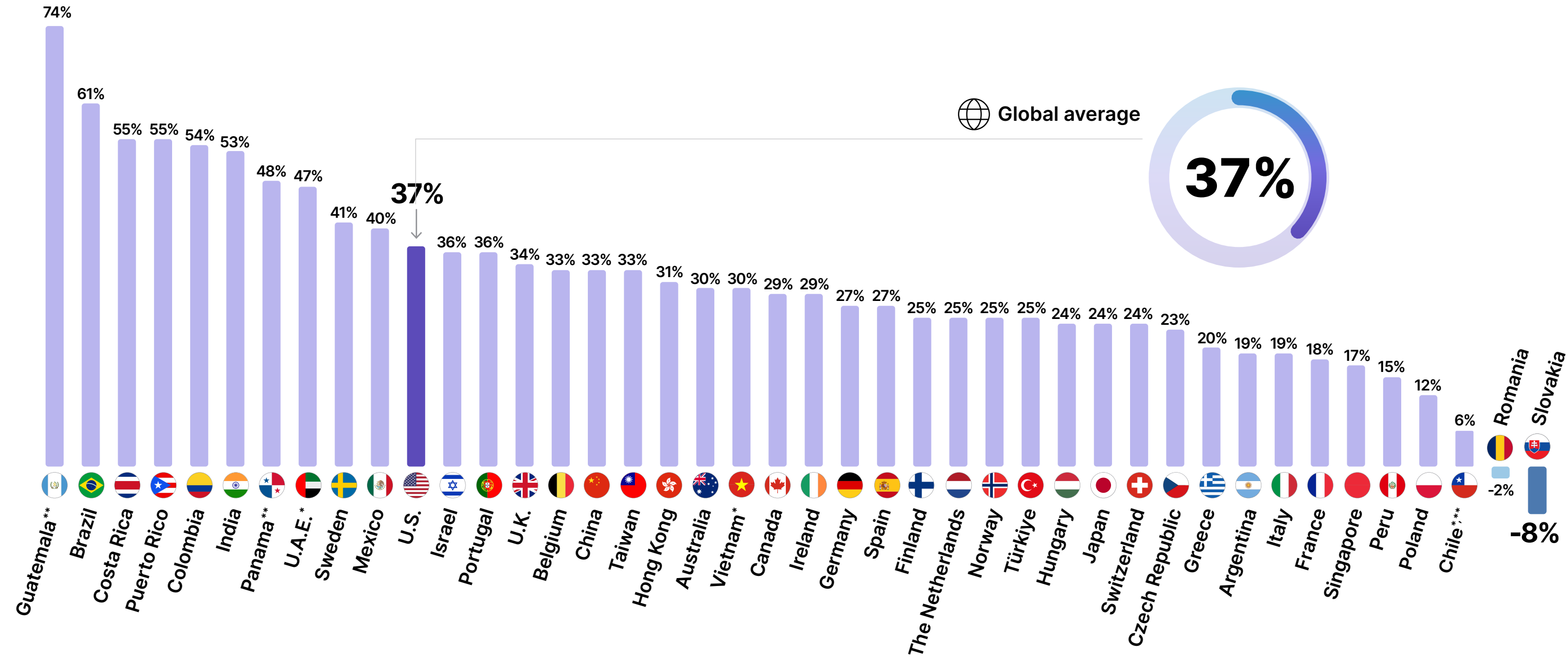


Employers across
Tech & IT Services
reported an NEO of



for **Q4 2026**

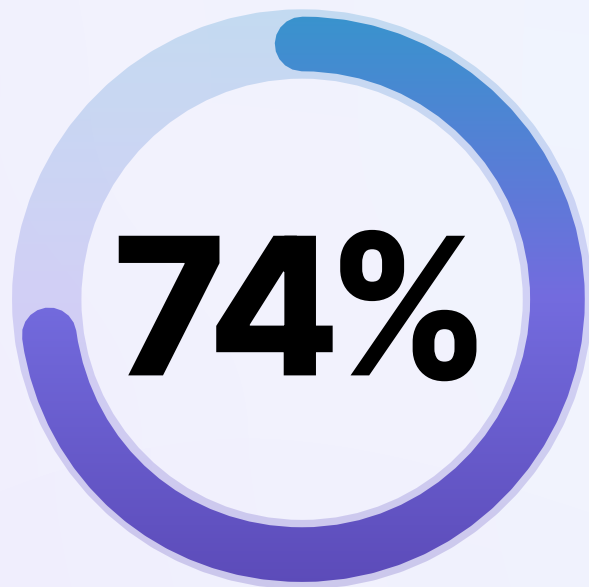
Tech hiring expectations for October – December



* The NEOs for Chile, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data become available, with seasonal adjustment expected in Q1 2027, Q2 2028, and Q4 2029, respectively. **These numbers or comparisons should be treated as indicative only due to the small sample size this quarter.

U.S. talent scarcity

In a tech-focused world, people are in-demand as



of Tech & IT Services employers reported struggling to find the skilled talent they need.¹



Top human skills



Professionalism & Work Ethic



Critical Thinking & Problem-Solving



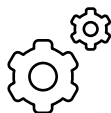
Adaptability & Willingness to Learn



Communication, Collaboration & Teamwork



Time Management & Prioritization



Top technical skills



AI Literacy



AI Modeling & App Development



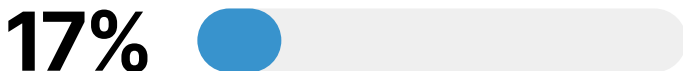
Traditional IT & Data, Excluding AI



Engineering



Sales & Marketing

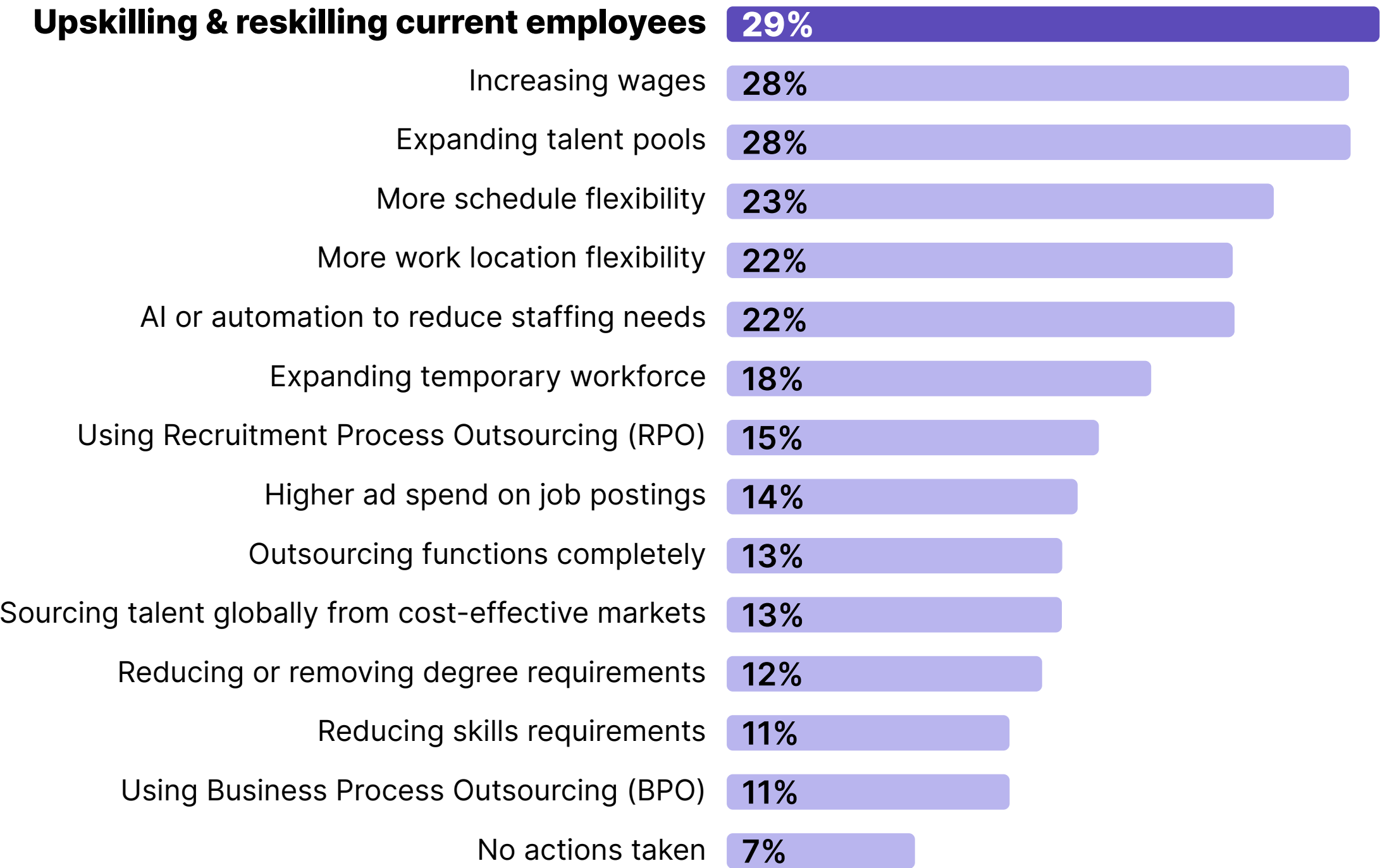


Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

¹ManpowerGroup 2026 Talent Shortage Survey

Actions employers are taking to overcome ongoing scarcity

Faced with structural scarcity, 93% of employers are deploying a mix of strategies.¹



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

1. ManpowerGroup 2026 Talent Shortage Survey

The methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,258 Tech and IT Services sector employers across 42 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 data for the fourth quarter was collected between July 1-31, 2026.

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 39,063 employers in 41 countries: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, The Netherlands, Norway, Panama, Peru, Poland, Portugal, Puerto Rico, Romania, Singapore, Slovakia, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (U.A.E.), United Kingdom (U.K.), and the United States (U.S.). The fieldwork was completed between October 1 and 31, 2025, in all markets.

Forward-looking statements

This report 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, 2025, 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.

Accelerating business innovation with specialized technology and talent



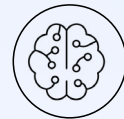
Strategy
& Transformation



Software & Cloud
Engineering



Quality Assurance
& Engineering



Data, Analytics
& AI



Service
Management



DevOps
& DevSecOps



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