

# IT Employers in the U.S. Plan to Increase Hiring Throughout Q3



IT employers in the U.S. anticipate a Net Employment Outlook of +55%



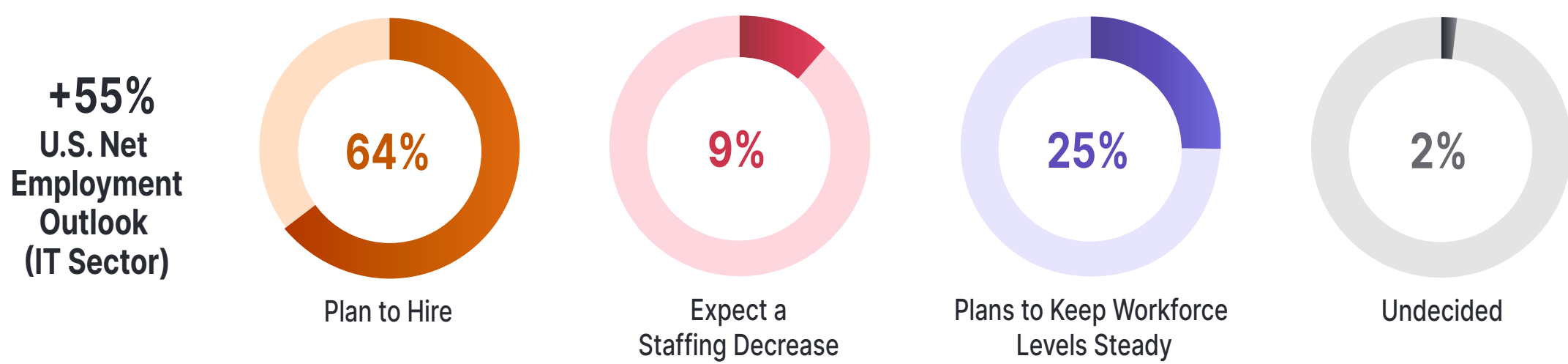
74% of IT employers in the U.S. report difficulty filling open roles



Top IT staffing priorities remain Cybersecurity, Technical Support, and Customer Experience

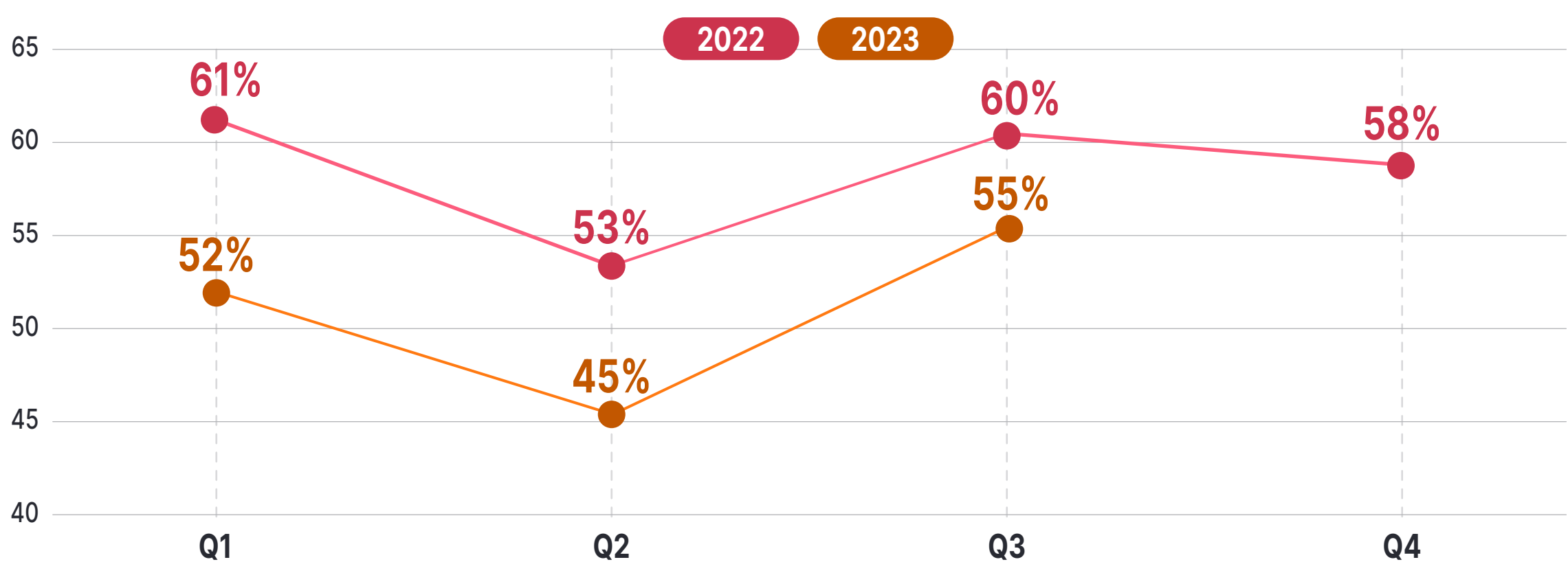
## The IT Industry Employment Outlook

Used internationally as a bellwether of economic and 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 +55% in the U.S.



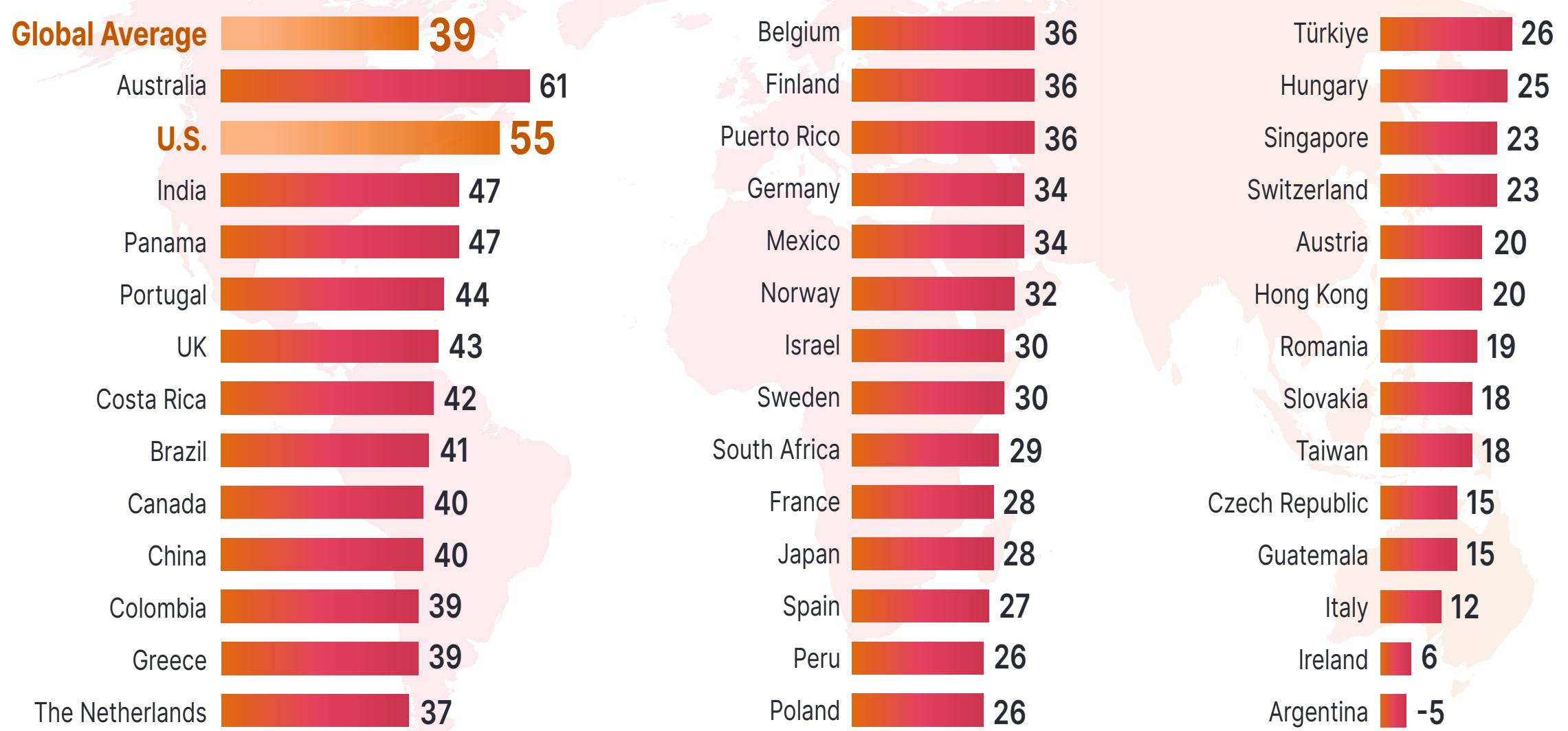
## Changes Over Time

U.S. IT employers' demand has strengthened by +10% since last quarter yet has eased -5% when compared to this time last year.



## Hiring Expectations for July – September

Of the 41 countries, U.S. employers rank second in the world for IT talent demand in Q3, well above the global average.



## The IT Industry's Priority Staffing Needs

### Top 5 Staffing Priorities:

- 1 | Cybersecurity, 34%
- 2 | Technical Support, 32%
- 3 | Customer or User Experience, 32%
- 4 | Database Management, 28%
- 5 | Customer Relationship Management Systems, 28%

### Top 5 Approaches to Address Tech Challenges:

- 1 | Train & Upskill Current Workforce, 56%
- 2 | Hire New Workers with the Required Skills, 55%
- 3 | Hire Freelancers, Contract Workers, and Third Parties to Fill Any Skills Gaps, 46%
- 4 | Reskill Workers and Move into IT Roles, 46%
- 5 | Invest More in Automation, 44%