



2026
Q3



U.S. findings

Experis tech talent outlook

Executive summary

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

Employers reported a U.S. **Net Employment Outlook (NEO)** of

47%

as they consider their hiring plans for July – September.

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

To overcome ongoing talent scarcity, employers have primarily **upskilled & reskilled** their employees followed by offering **more location flexibility** and **increasing wages**.¹

The **NEO increased** since the previous quarter by **6 points** but is stable year-over-year.

Competition for top tech talent continues as

74%

 of employers said they were **struggling to find the skilled talent they need**.¹

Key takeaway

Hiring demand remains strong, but employers are becoming more selective. AI and digital transformation are changing the skills required. The real challenge is no longer hiring volume alone, but accessing specialized, job-ready talent fast enough to execute.

*Net Employment Outlook results range from +100% to -100%

¹ ManpowerGroup 2026 Talent Shortage Survey

The Q3 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 47%**.

When necessary, the 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.

U.S. net employment outlook



47%

Plan to keep workforce levels steady



24%

Plan to hire



60%

Expect a staffing decrease



13%

Unsure

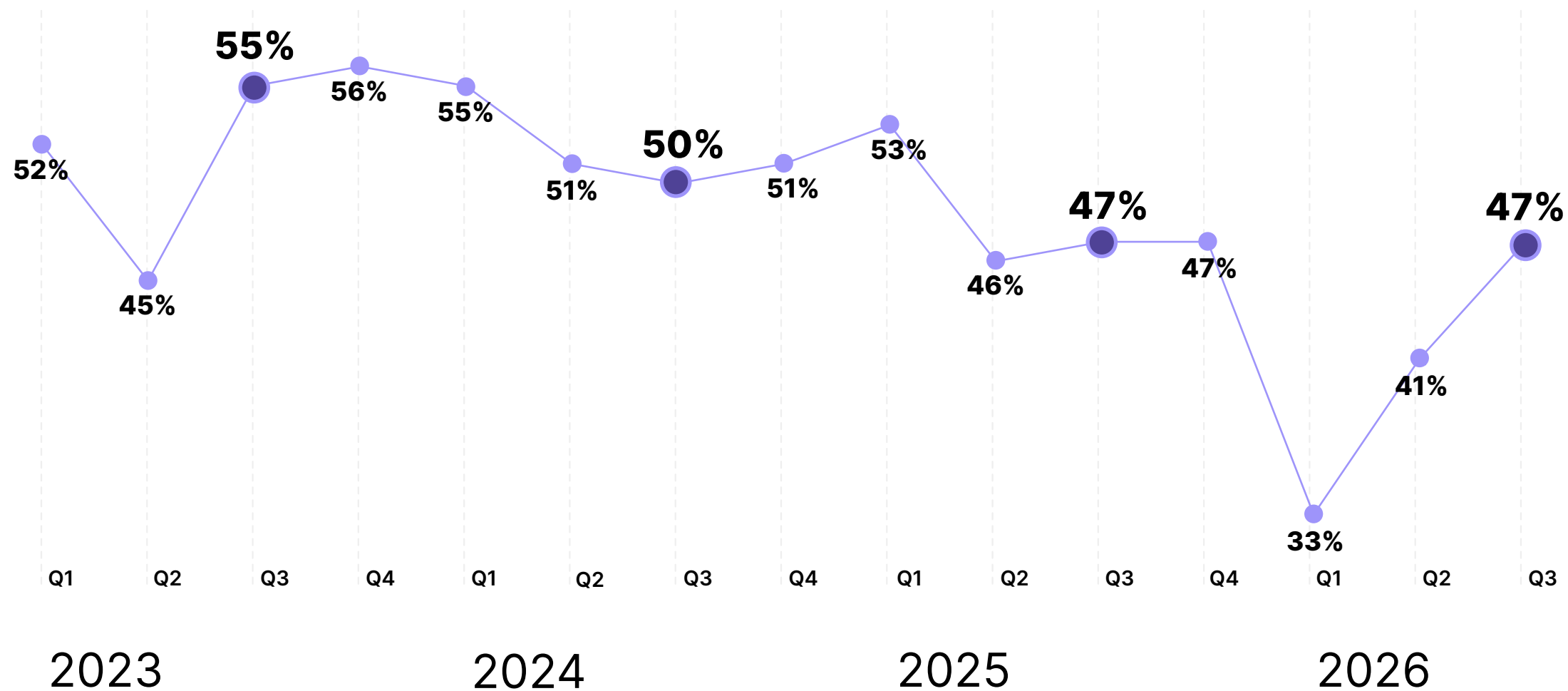


3%

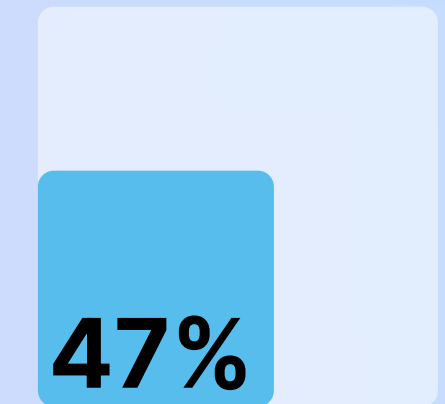
Bubble size represents percentage

Changes over time in the U.S.

Hiring intentions have increased since the previous quarter (+6 points) but remain stable year-over-year.

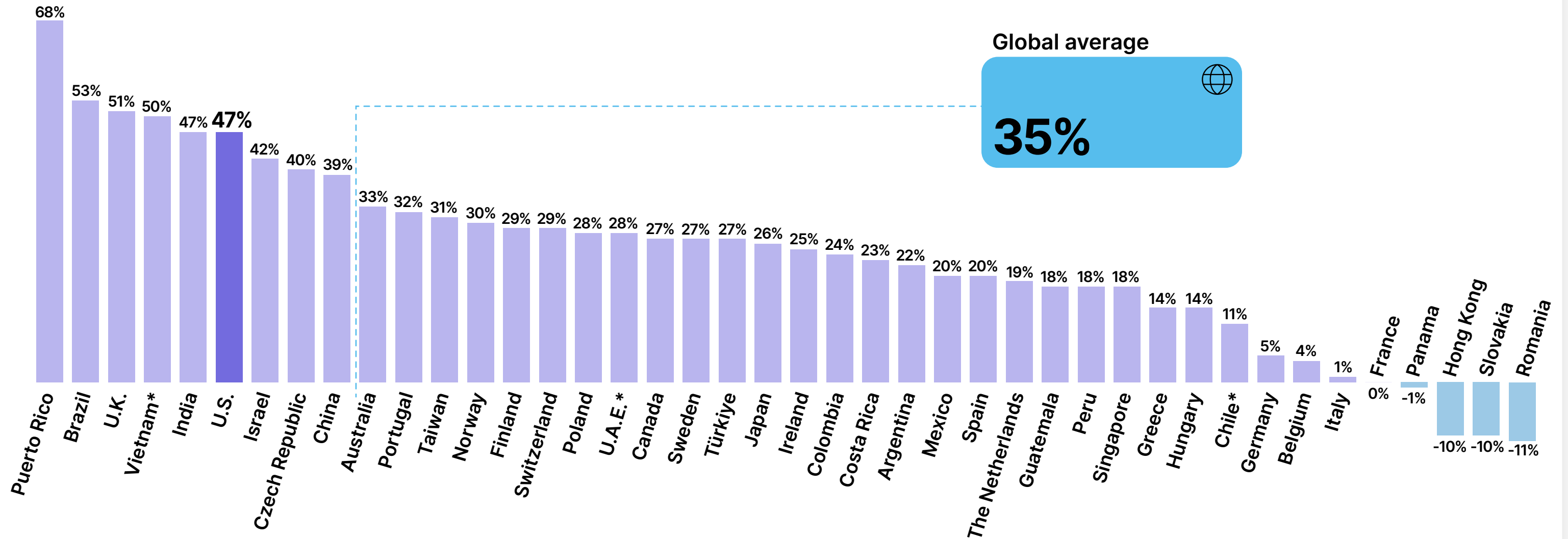


Employers across **Tech & IT Services** reported an NEO of



for **Q3 2026**

Tech hiring expectations for July – September

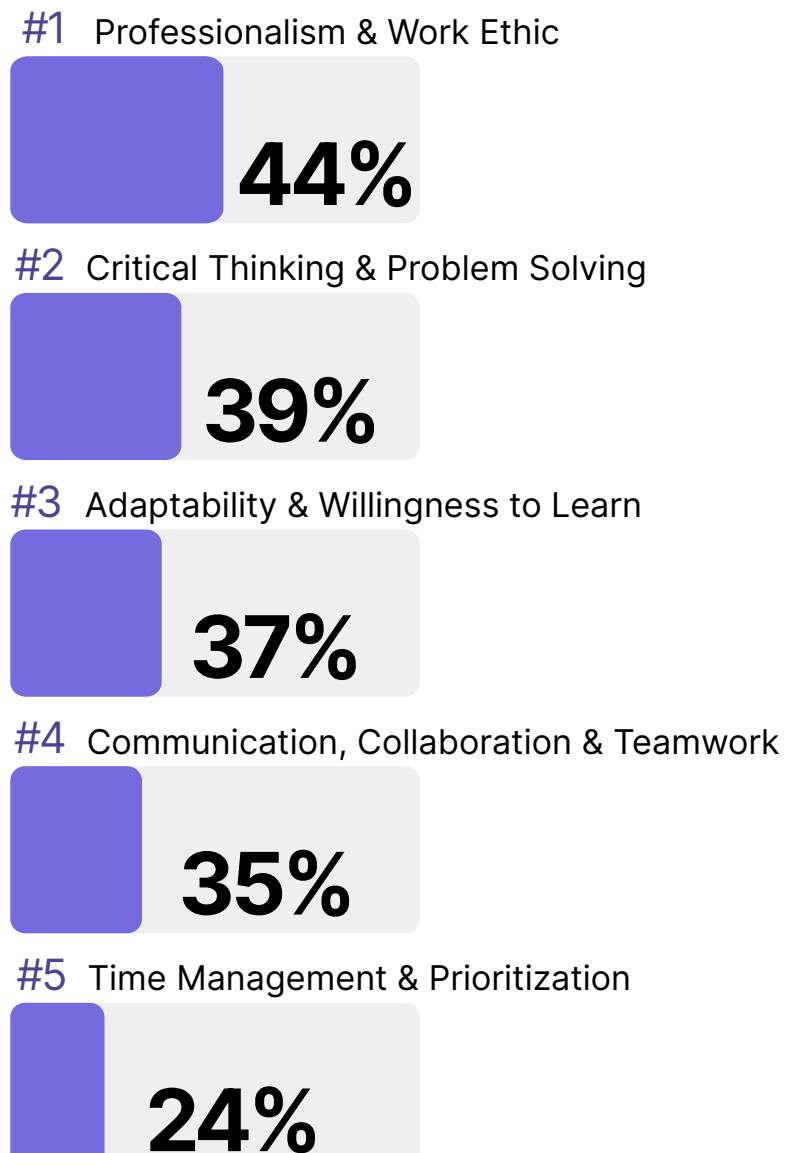


* The NEOs for Chile, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

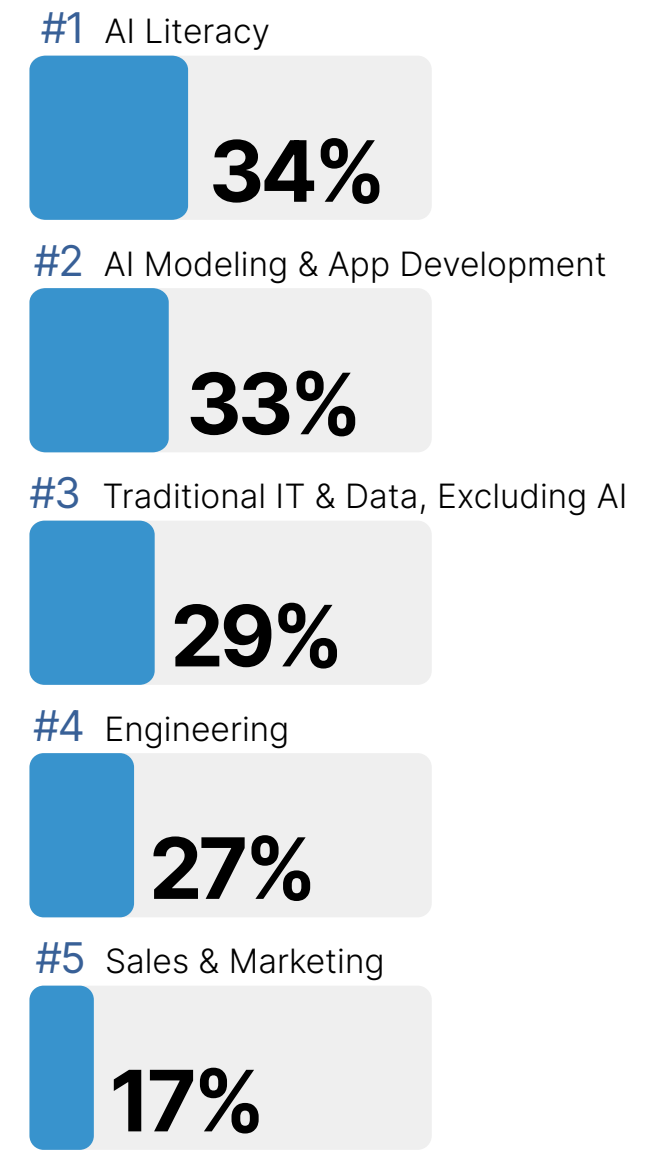
U.S. talent scarcity

In a tech-focused world, people are in-demand as **74% of Tech & IT Services employers** reported struggling to find the skilled talent they need.¹

Top human skills



Top technical skills



¹ ManpowerGroup 2026 Talent Shortage Survey Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.



Actions employers are taking to overcome ongoing scarcity

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

¹ ManpowerGroup 2026 Talent Shortage Survey

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

The methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,497 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 third quarter was collected between April 1-30, 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).

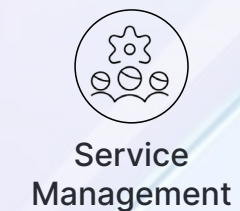
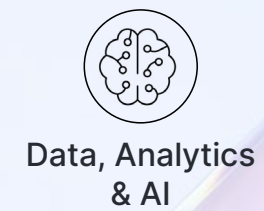
About the Talent Shortage survey

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 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, 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.

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