



2025 Q2

Experis Tech Talent Outlook



IT employers in the U.S. reported a Net Employment Outlook of 46% for the second quarter of 2025



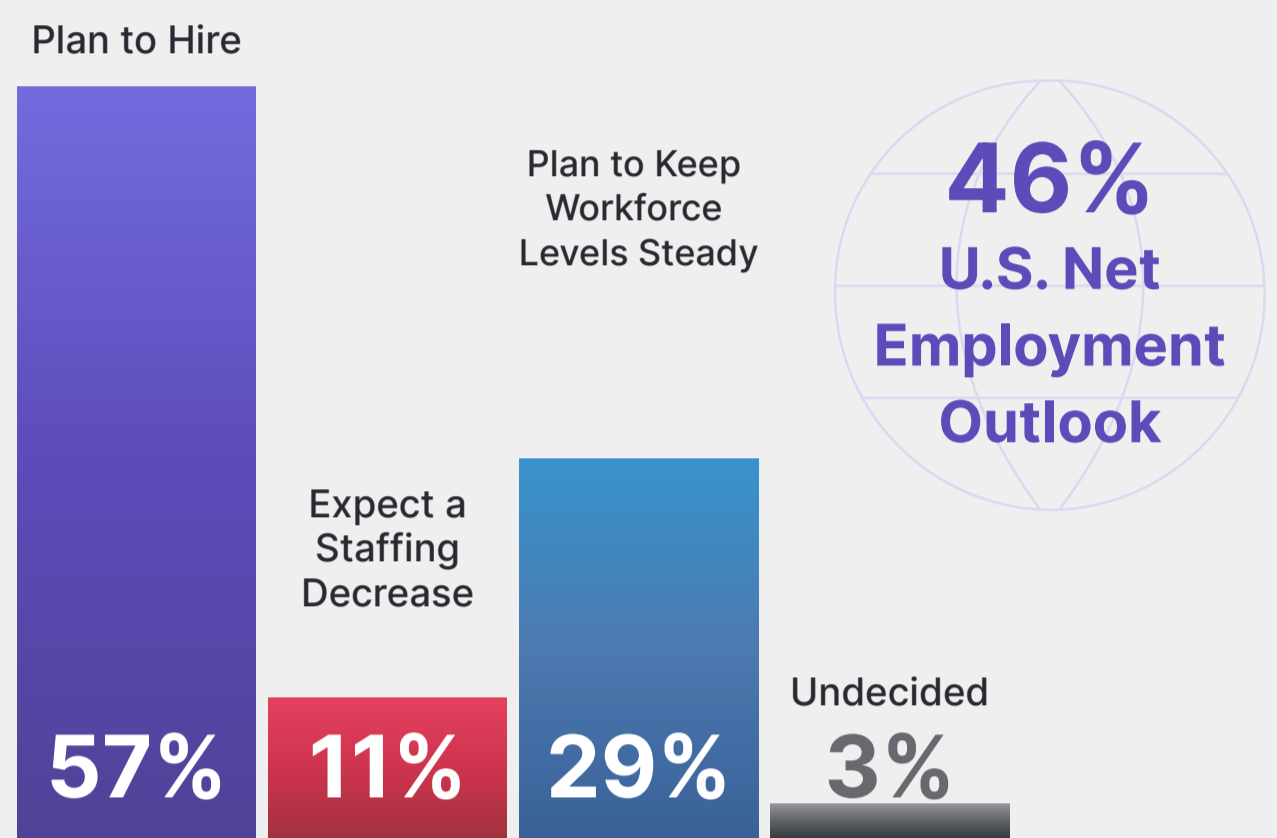
73% of U.S. employers say they are struggling to find the skilled tech talent they need.*



The IT outlook for the U.S. is 4th strongest in the world, 11 points above the global average.

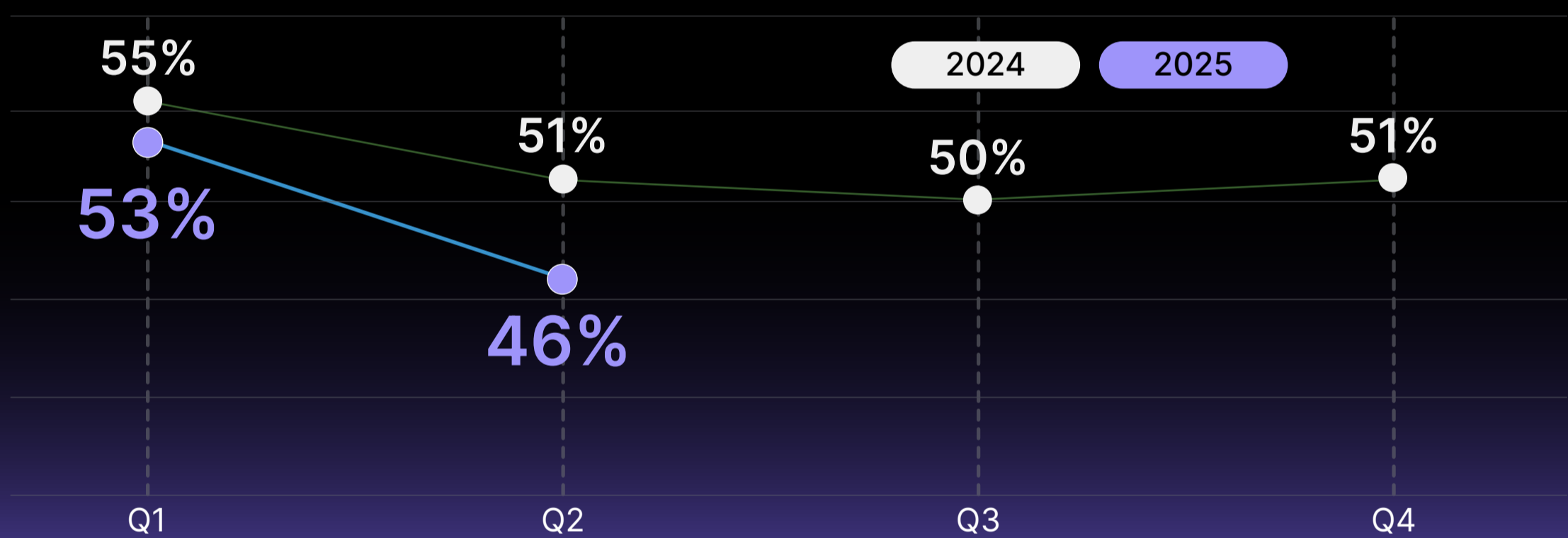
The U.S. IT Industry Employment Outlook

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 46%.



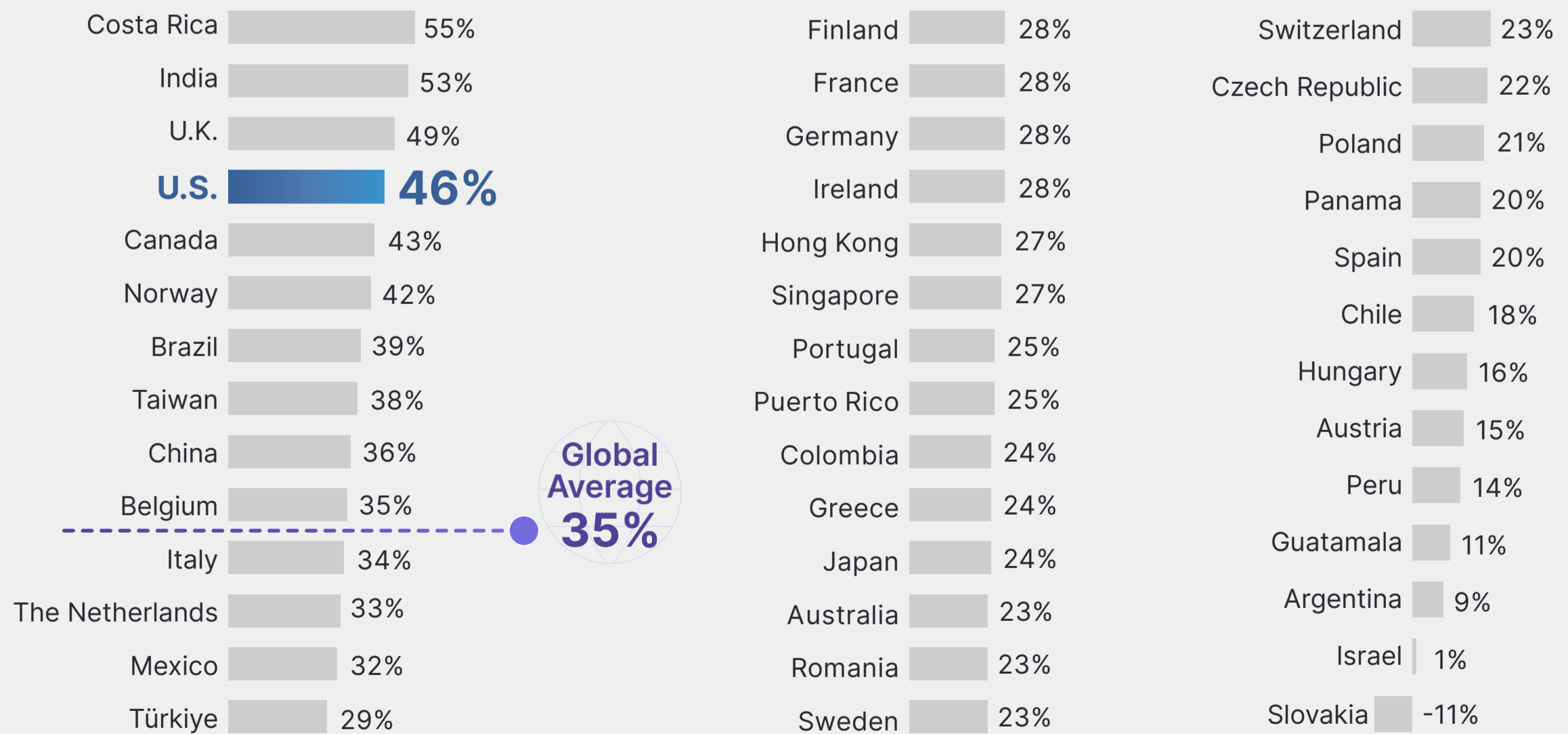
Changes Over Time

Demand for IT talent has softened somewhat compared to last quarter and last year, falling 7 points and 5 points respectively.



IT Hiring Expectations for April – June

Employers in Costa Rica reported the strongest IT Outlook in Q2 2025.



Top 3 soft skills that cannot be replaced by AI according to IT employers in the U.S.



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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 5,476 IT employers across 41 countries on hiring intentions for the second quarter of 2025. *ManpowerGroup U.S. Talent Shortage Report 2025. Fieldwork completed between October 1-31, 2024