Experis
ManpowerGroup

2026 Q1 | Experis Tech Talent Outlook

GLOBAL FINDINGS

Executive Summary

Nearly 3,800 Tech & IT Services' employers across 41 countries were asked about their first quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.

Employers reported a global **Net Employment Outlook** of **35%** as they consider their hiring plans for January – March. Calculated by subtracting employers planning reductions from those planning to hire*.

Expectations have **weakened** by **3%** since the previous quarter and **5%** when compared to the same time last year.

54% of employers struggle most to find IT & data talent[1].

Competition for top tech talent continues but eases slightly as **76%** of employers said they were **struggling to find the skilled talent they need**, down from 78% in 2024[1].

Strongest Outlooks by Country

Brazil
58%

Peru
51%

India
50%

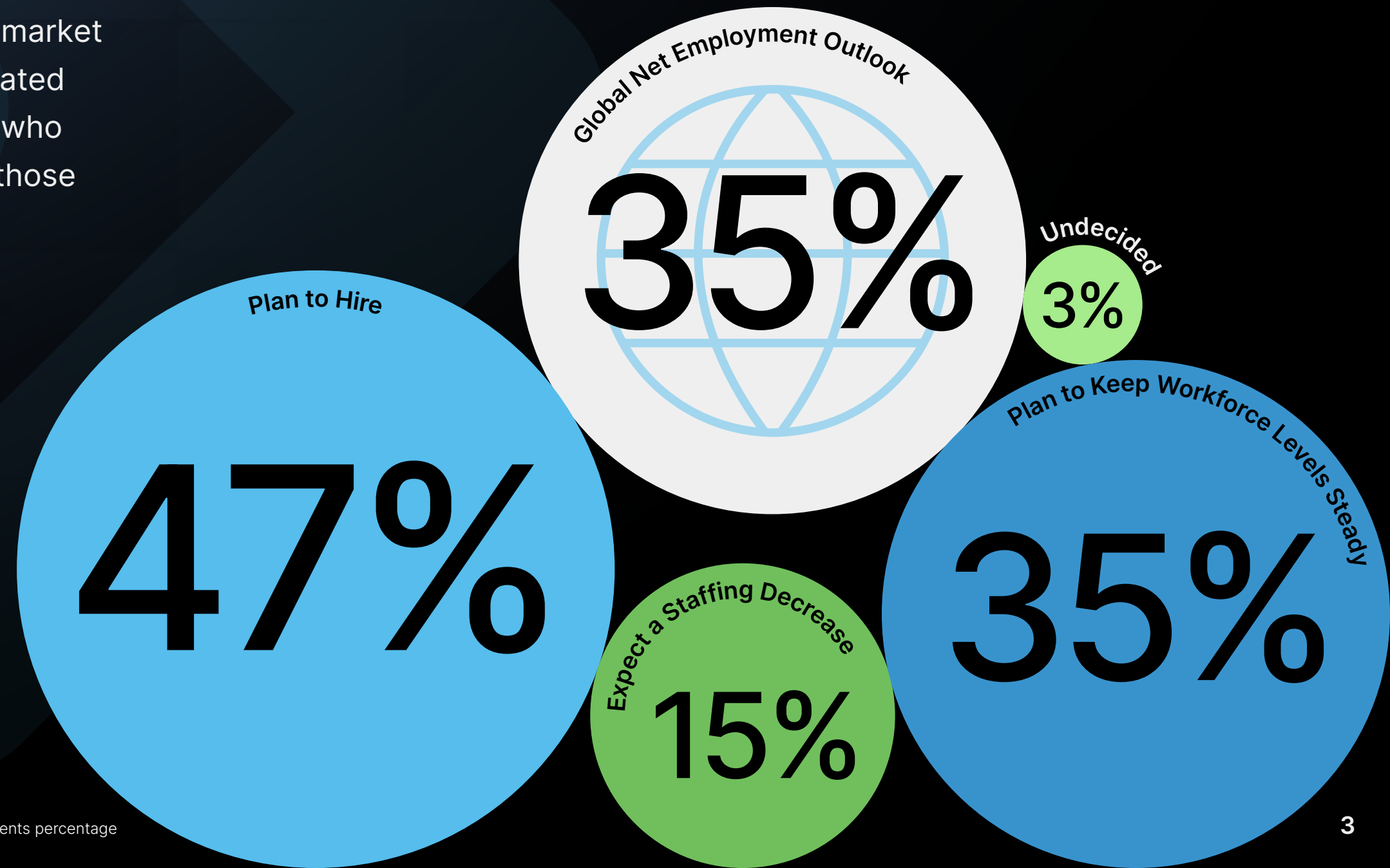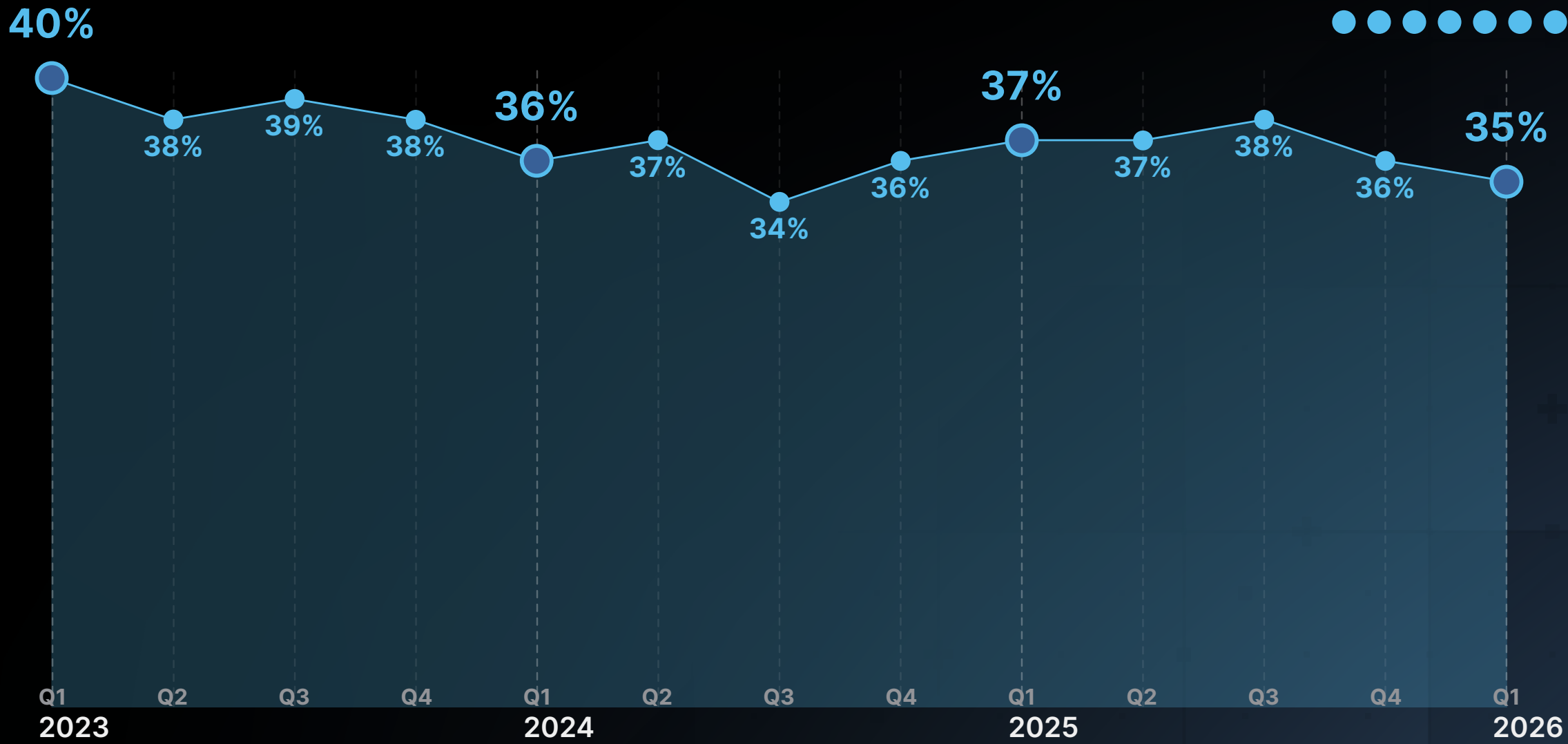To overcome ongoing talent scarcity, employers have primarily **upskilled & reskilled** their employees (32%) followed by **targeting new talent pools** (26%) and **expanding workplace flexibility** through hybrid and remote models (26%)[1].

The Q1 2026 Global 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 35%.**

Global Net Employment Outlook
35%

Undecided
3%

Plan to Hire
47%

Plan to Keep Workforce Levels Steady
35%

Expect a Staffing Decrease
15%

35% of IT employers plan to hire in Q1 2026.

40%

38%

39%

38%

36%

37%

34%

36%

37%

37%

38%

36%

35%

| Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 |

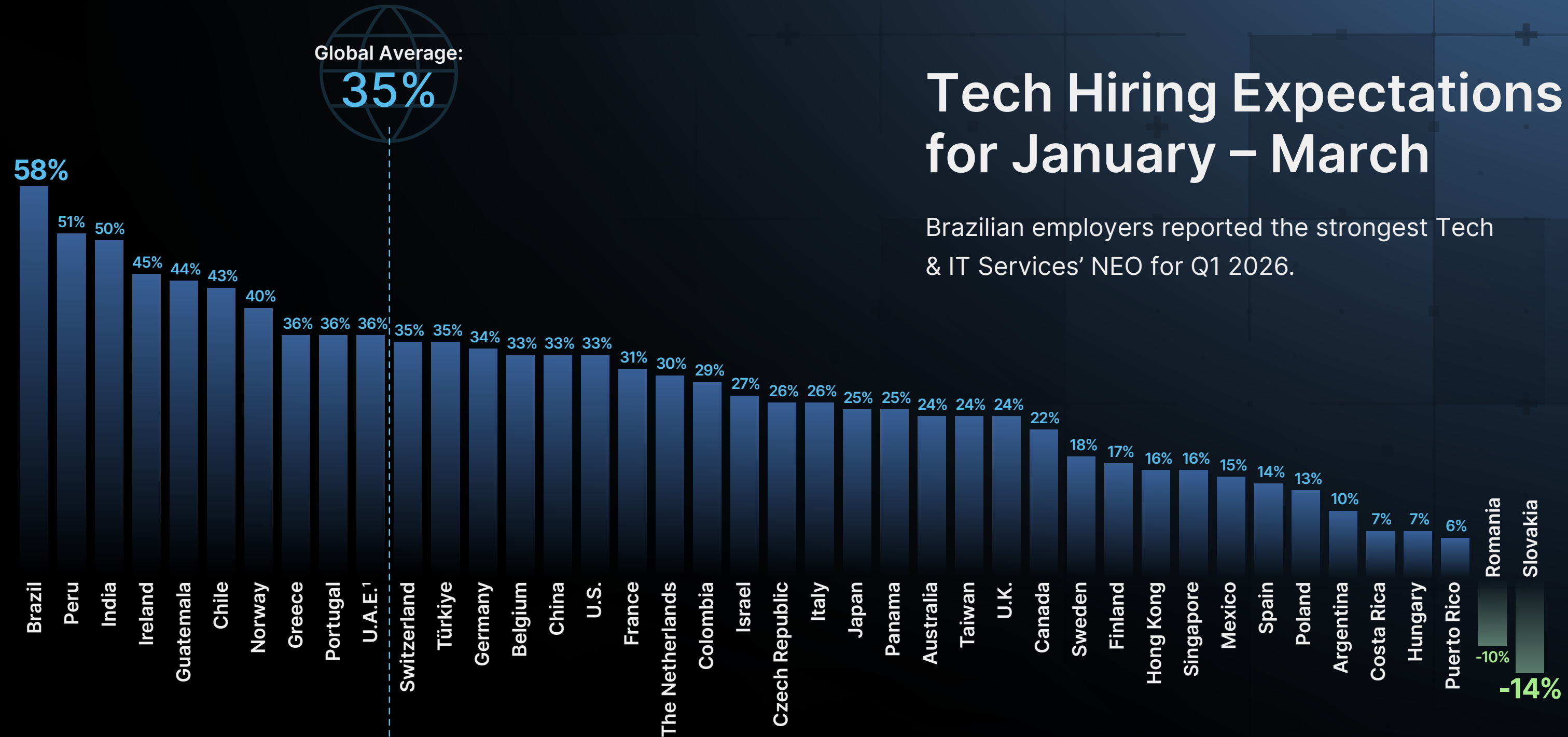**2023** **2024** **2025** **2026**

Changes Over Time

Hiring demand weakened by 3% since the previous quarter and 5% when compared to the same period last year.

Tech Hiring Expectations for January – March

Brazilian employers reported the strongest Tech & IT Services' NEO for Q1 2026.

Global Average: 35%

Brazil 58% | Peru 51% | India 50% | Ireland 45% | Guatemala 44% | Chile 43% | Norway 40% | Greece 36% | Portugal 36% | U.A.E.[1] 36% | Switzerland 35% | Türkiye 35% | Germany 34% | Belgium 33% | China 33% | U.S. 33% | France 31% | The Netherlands 30% | Colombia 29% | Israel 27% | Czech Republic 26% | Italy 26% | Japan 25% | Panama 25% | Australia 24% | Taiwan 24% | U.K. 24% | Canada 22% | Sweden 18% | Finland 17% | Hong Kong 16% | Singapore 16% | Mexico 15% | Spain 14% | Poland 13% | Argentina 10% | Costa Rica 7% | Hungary 7% | Puerto Rico 6% | Romania -10% | Slovakia -14%

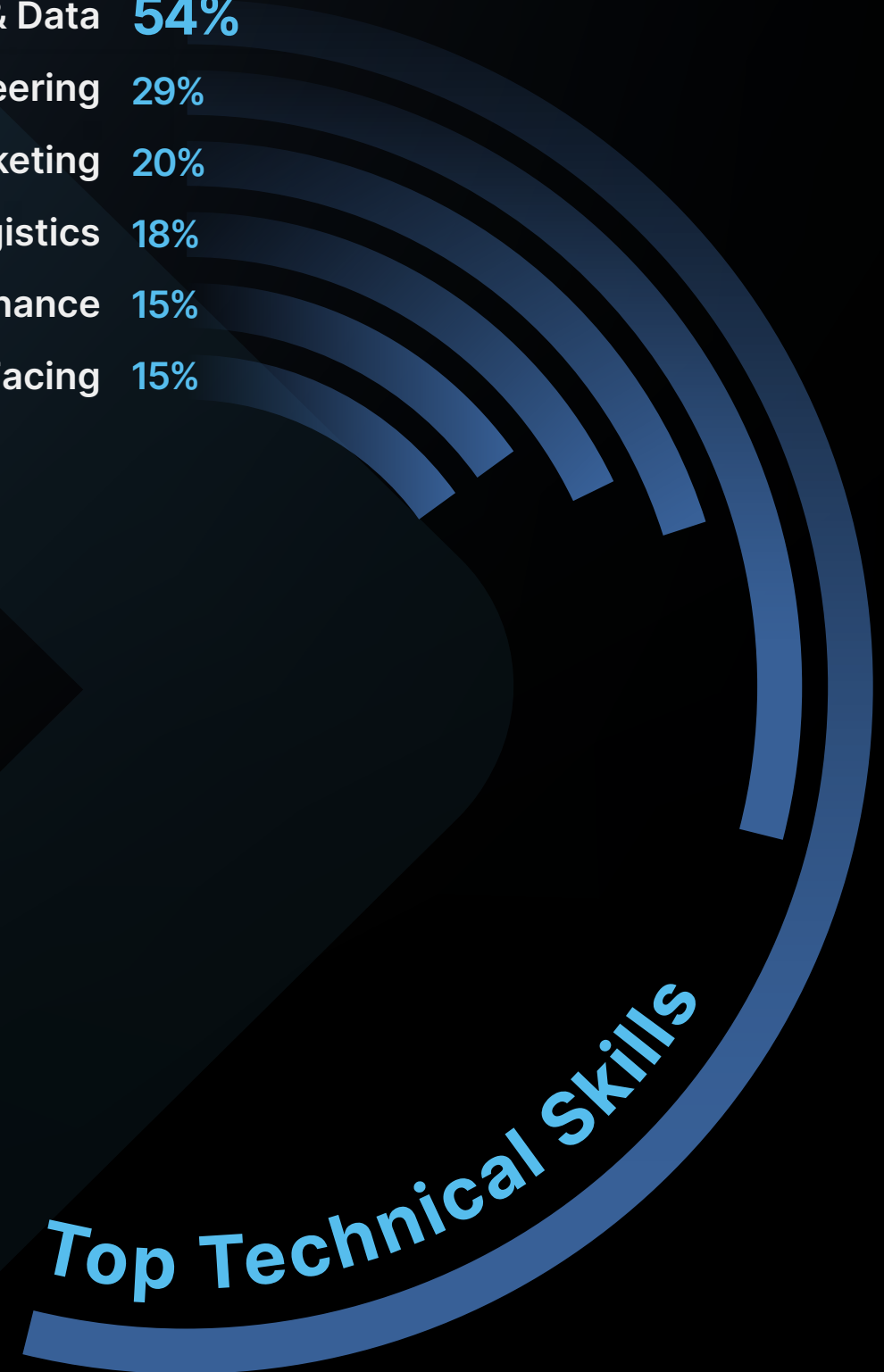[1]The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.
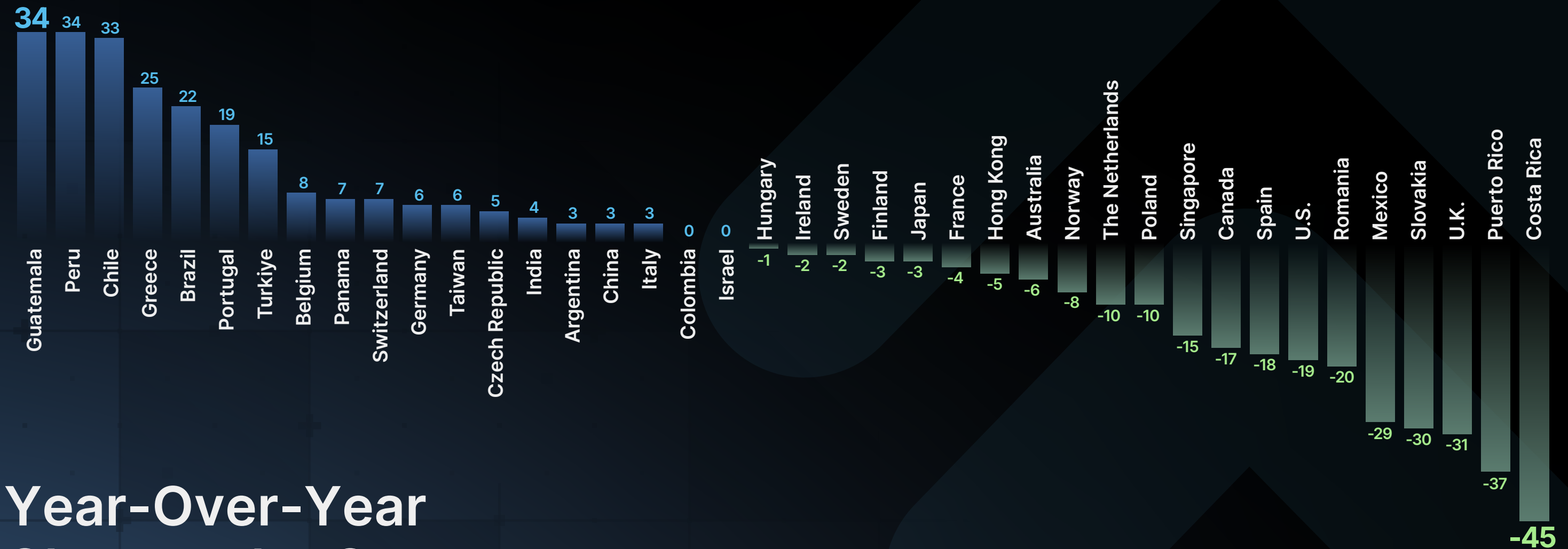
Year-Over-Year Changes by Country

Guatemala recorded the most strengthened NEO since Q1 2025, increasing by 34 points.

The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted. Due to Guatemala's small sample size, the findings should be regarded as directional.

Top Skills Sought by Employers

IT & data-related expertise emerged as the most in-demand technical skills sought-after by employers.

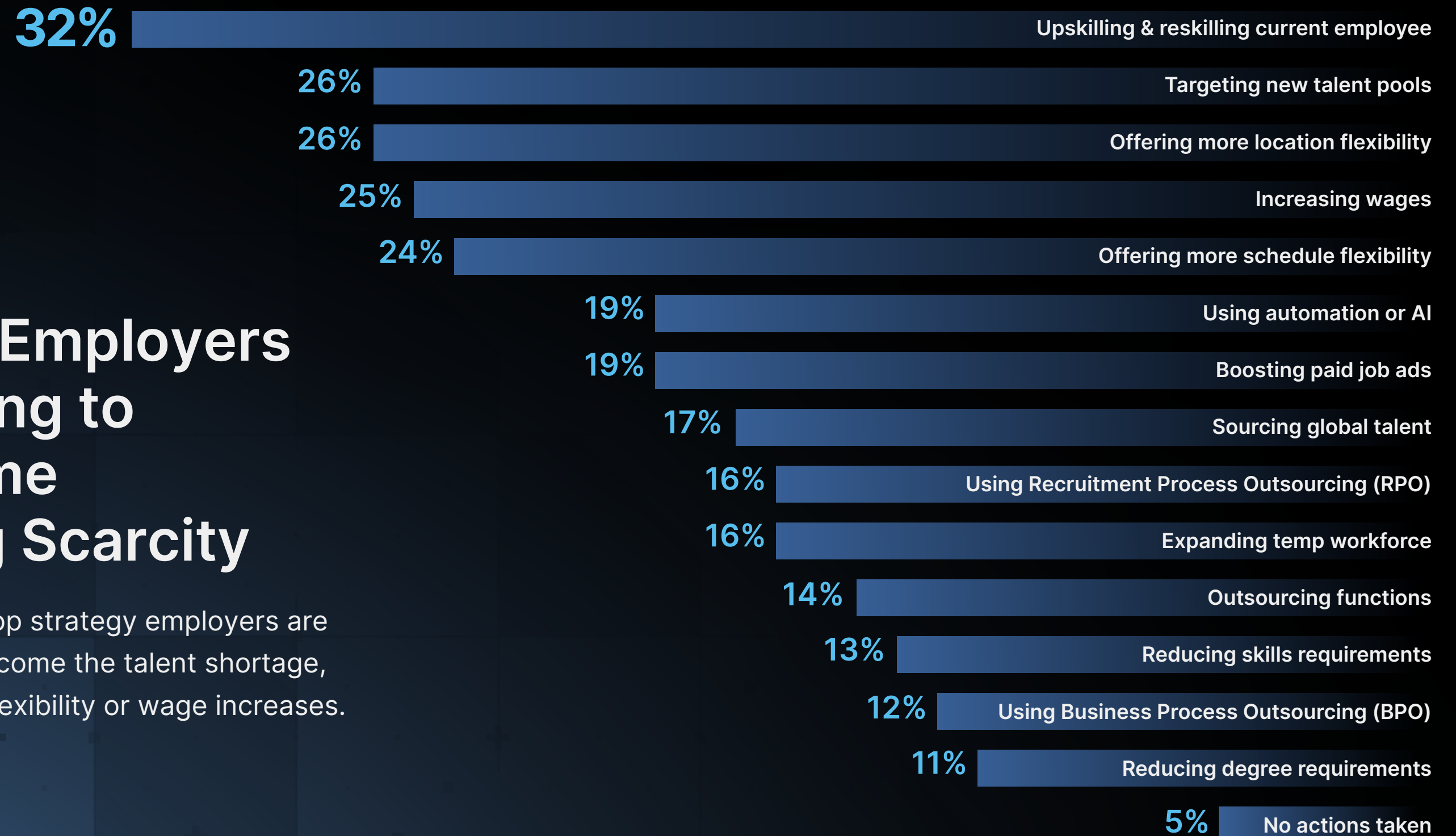**Top Technical Skills**

IT & Data	**54%**
Engineering	29%
Sales & Marketing	20%
Operations & Logistics	18%
Risk, Advisory, & Governance	15%
Front Office & Consumer-Facing	15%

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

Upskilling is the top strategy employers are relying on to overcome the talent shortage, above schedule flexibility or wage increases.

Action	Percentage
Upskilling & reskilling current employee	32%
Targeting new talent pools	26%
Offering more location flexibility	26%
Increasing wages	25%
Offering more schedule flexibility	24%
Using automation or AI	19%
Boosting paid job ads	19%
Sourcing global talent	17%
Using Recruitment Process Outsourcing (RPO)	16%
Expanding temp workforce	16%
Outsourcing functions	14%
Reducing skills requirements	13%
Using Business Process Outsourcing (BPO)	12%
Reducing degree requirements	11%
No actions taken	5%

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 3,796 Tech and IT Services' sector employers across 41 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 United Arab Emirates (U.A.E.) joined in Q3 2025 and there is currently no year-on-year historical data. Data is seasonally adjusted after seven quarters.

The fieldwork was conducted in all markets from October 1-31, 2025.

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 40,413 employers in 42 countries from October 1-31, 2024. The Information Technology classification is defined by: Information and Technology; I.T.; IT Services; Software; Communications Equipment; Technology Hardware, Storage & Peripherals; Electronic Equipment, Instruments & Components; Semiconductors & Semiconductor Equipment; IT Manufacturing; Other IT Sub-Industry.

About Information Technology

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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, 2024, 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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