

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 hire¹.

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 talent¹.

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 2024¹.

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

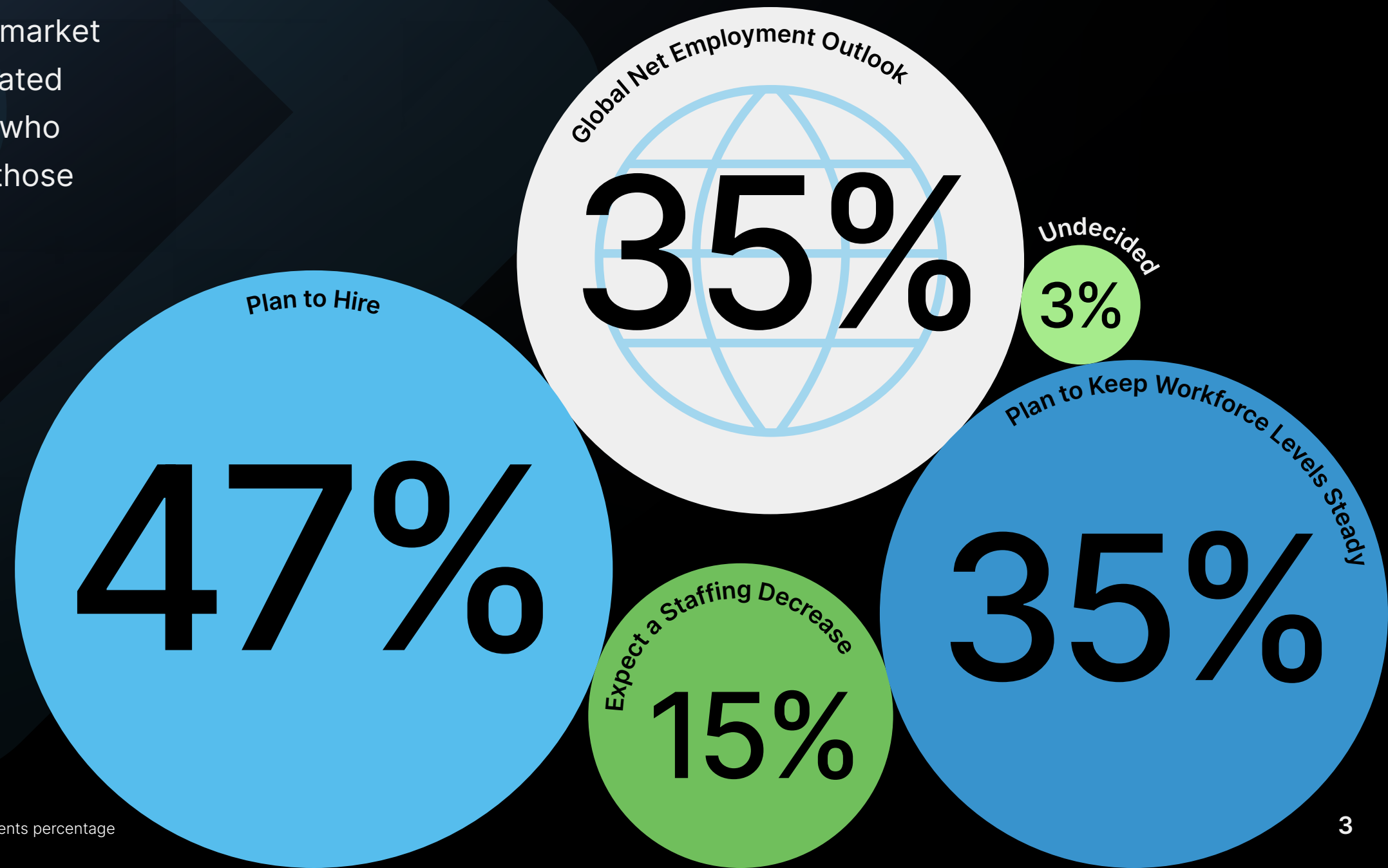
targeting new talent pools (26%)

and

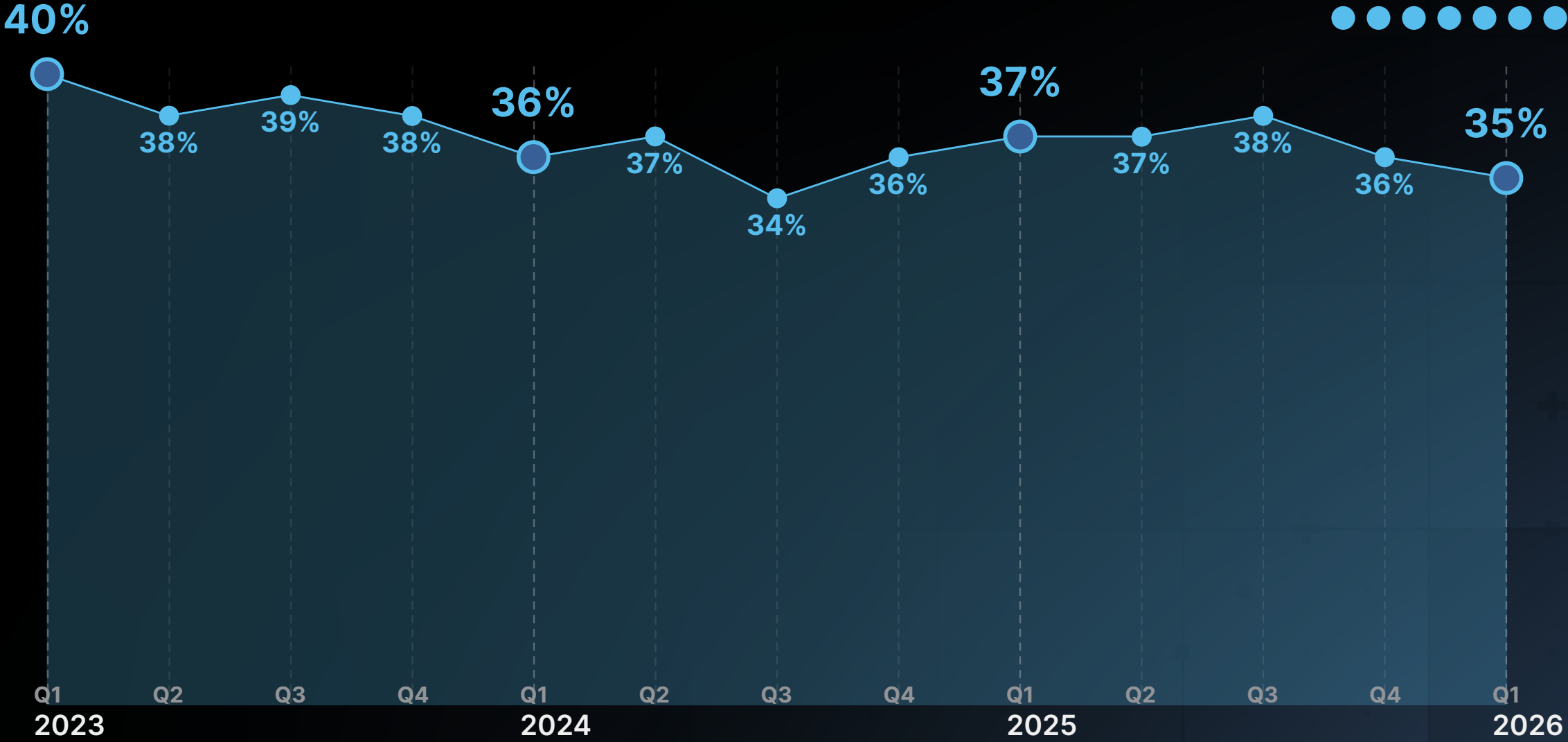
expanding workplace flexibility through hybrid and remote models (26%)¹.

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%**.



Employers across Tech & IT Services reported an NEO of **35%** for Q1 2026



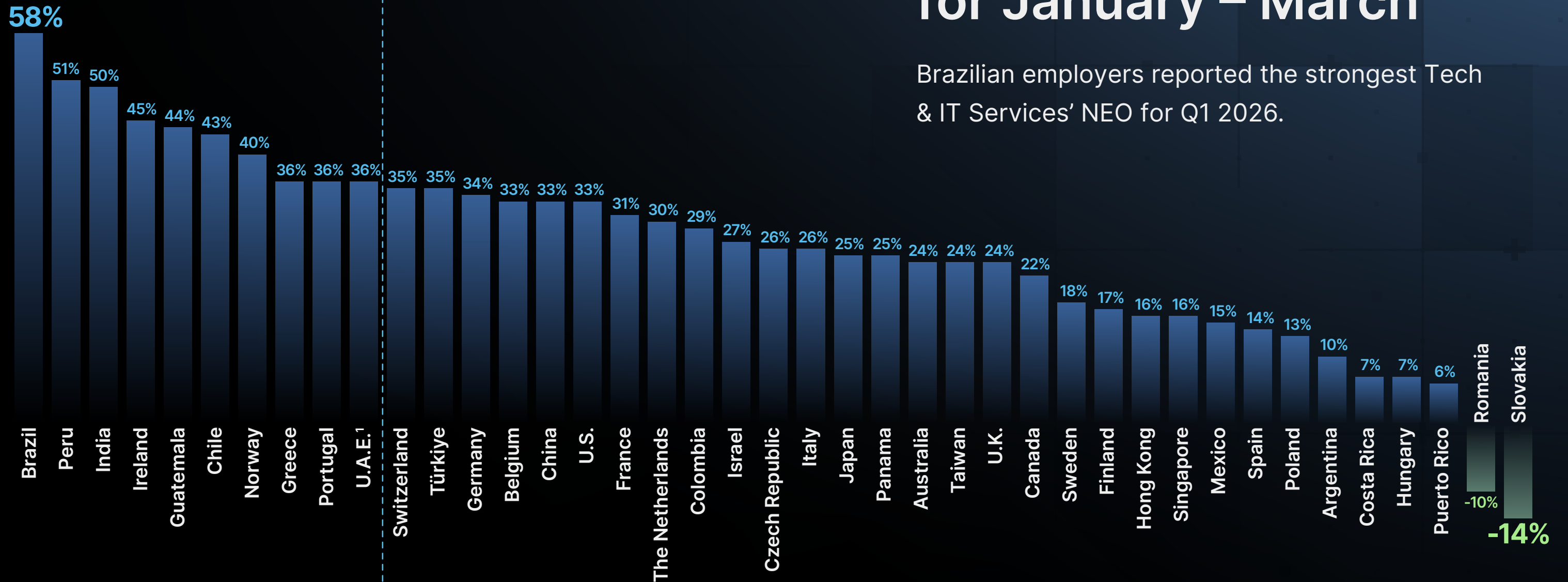
Changes Over Time

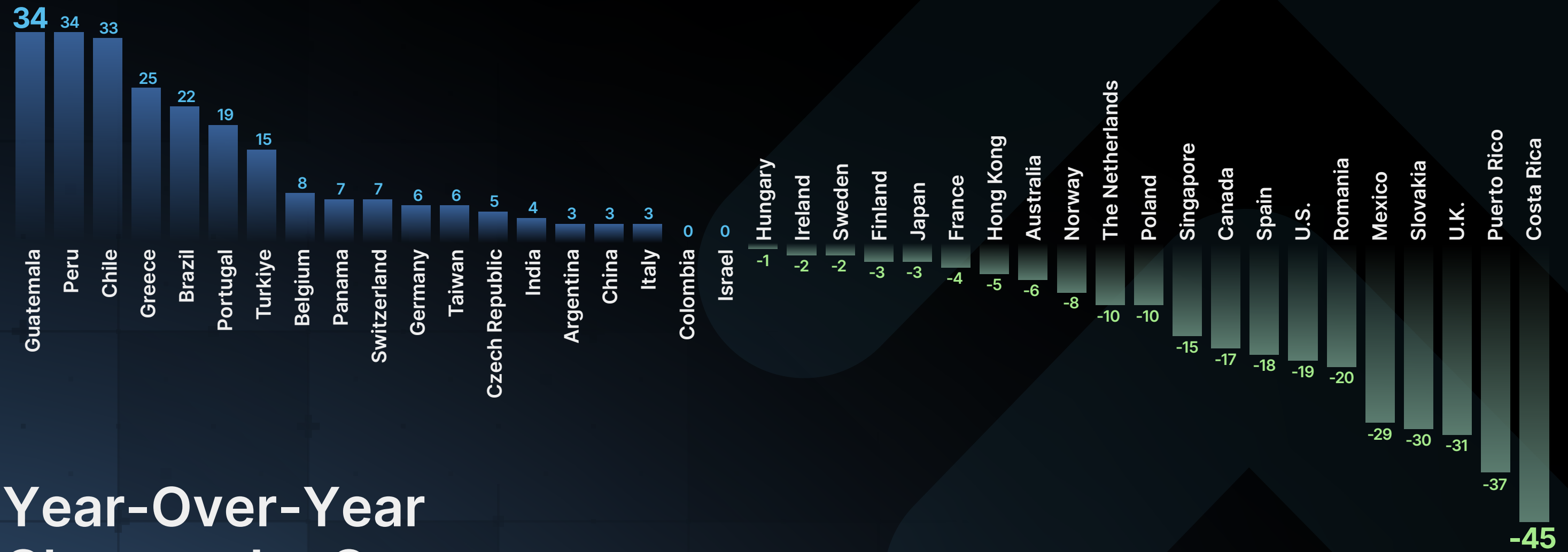
Hiring demand weakened by 3% since the previous quarter and 5% when compared to the same period last year.

Global Average:
35%

Tech Hiring Expectations for January – March

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



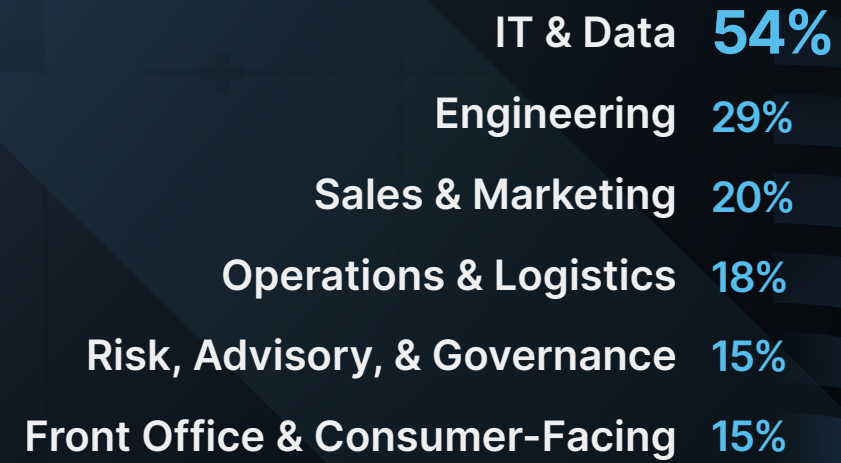


Year-Over-Year Changes by Country

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

Top Skills Sought by Employers

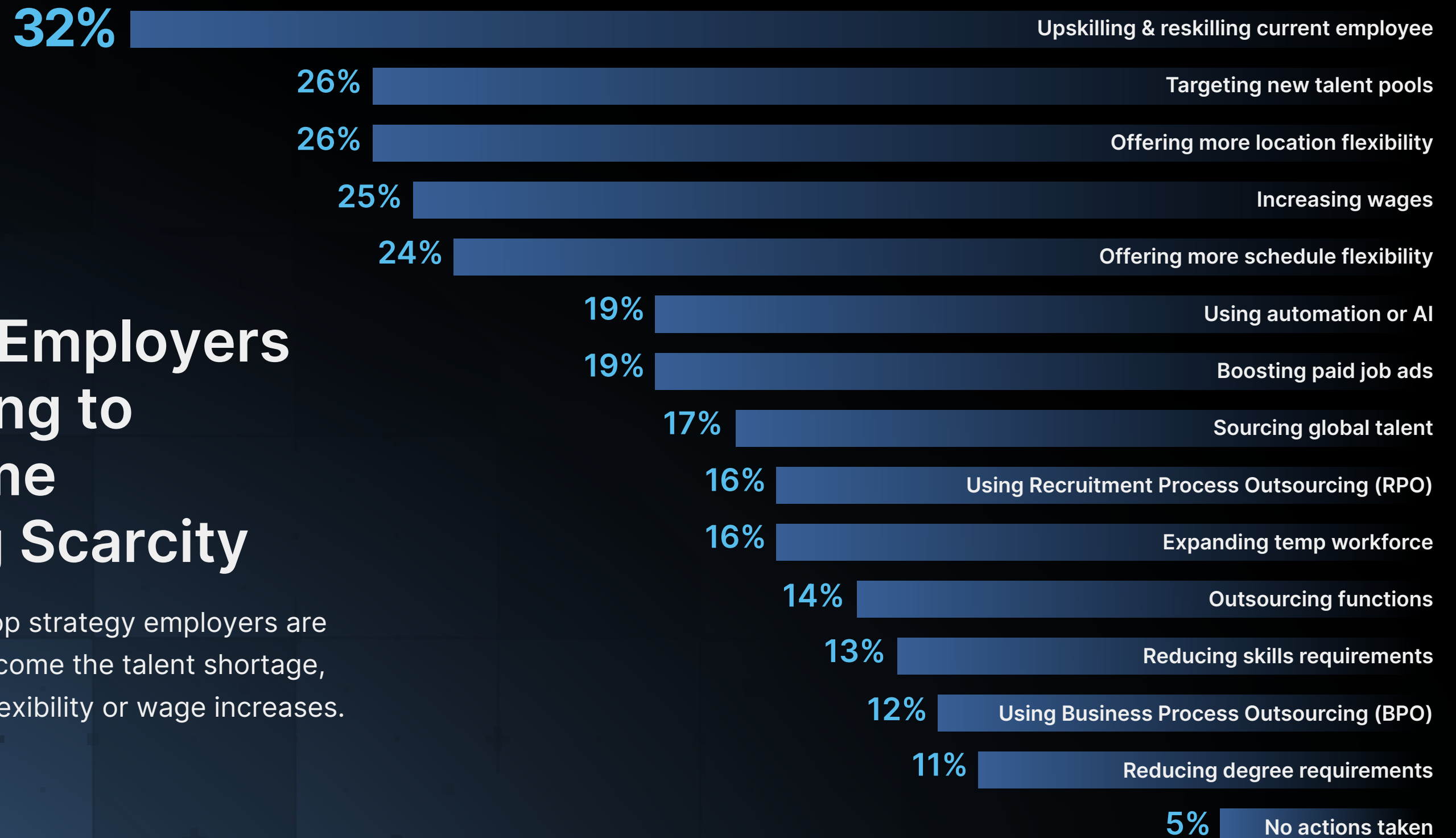
IT & data-related expertise emerged as the most in-demand technical skills sought-after by employers.



Top Technical Skills

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.



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

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.

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.

Brought to you by

**Work
Intelligence
Lab**

by ManpowerGroup®

Experis Across the Entire HR Life Cycle



Global Talent Resourcing
& Acquisition



Workforce Strategy
& Consulting



Technology-Enabled
Workforce Management



Career Development
& Transition Services



Data & Insights for
Workforce Optimization



Global Service Delivery
& Managed Solutions



Manpower®



Experis®
ManpowerGroup



Talent Solutions
ManpowerGroup®



ManpowerGroup®

For more insights, visit experis.com

Stay connected: 

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.