



Experis[®]
ManpowerGroup

科技人才就業展望調查

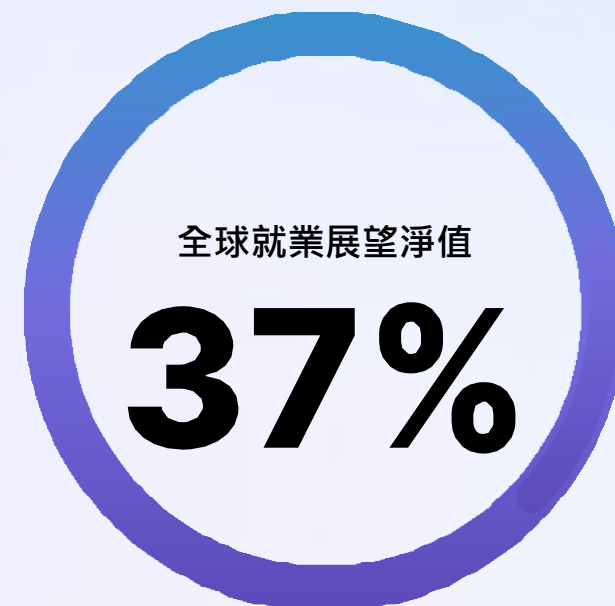


2026 **Q4**

2026 Q4

重點摘要

最新一期 Experis Tech Talent Outlook (科技人才展望) 調查，針對 42 個國家、超過 4,000 家科技與 IT 服務業雇主進行訪問，了解其第四季的招聘計畫。



雇主表示，展望 10 月至 12 月的招聘計畫，全球就業展望淨值 (NEO) 為 37%。



上升

2 points

相較上一季



維持不變

與去年同期相比

為克服持續的人才短缺問題，雇主主要採取了以下措施：



提升與重新培訓
員工技能



提供更高的
工作地點彈性



提高薪資



就業展望最強勁的國家：



瓜地馬拉

74%



巴西

61%



哥斯大黎加

55%



波多黎各

55%

73%



的雇主表示，他們難以找到所需的技能人才。

頂尖科技人才的競爭略有緩解，從 **2025 年的 76%** 下降至 **73%**。

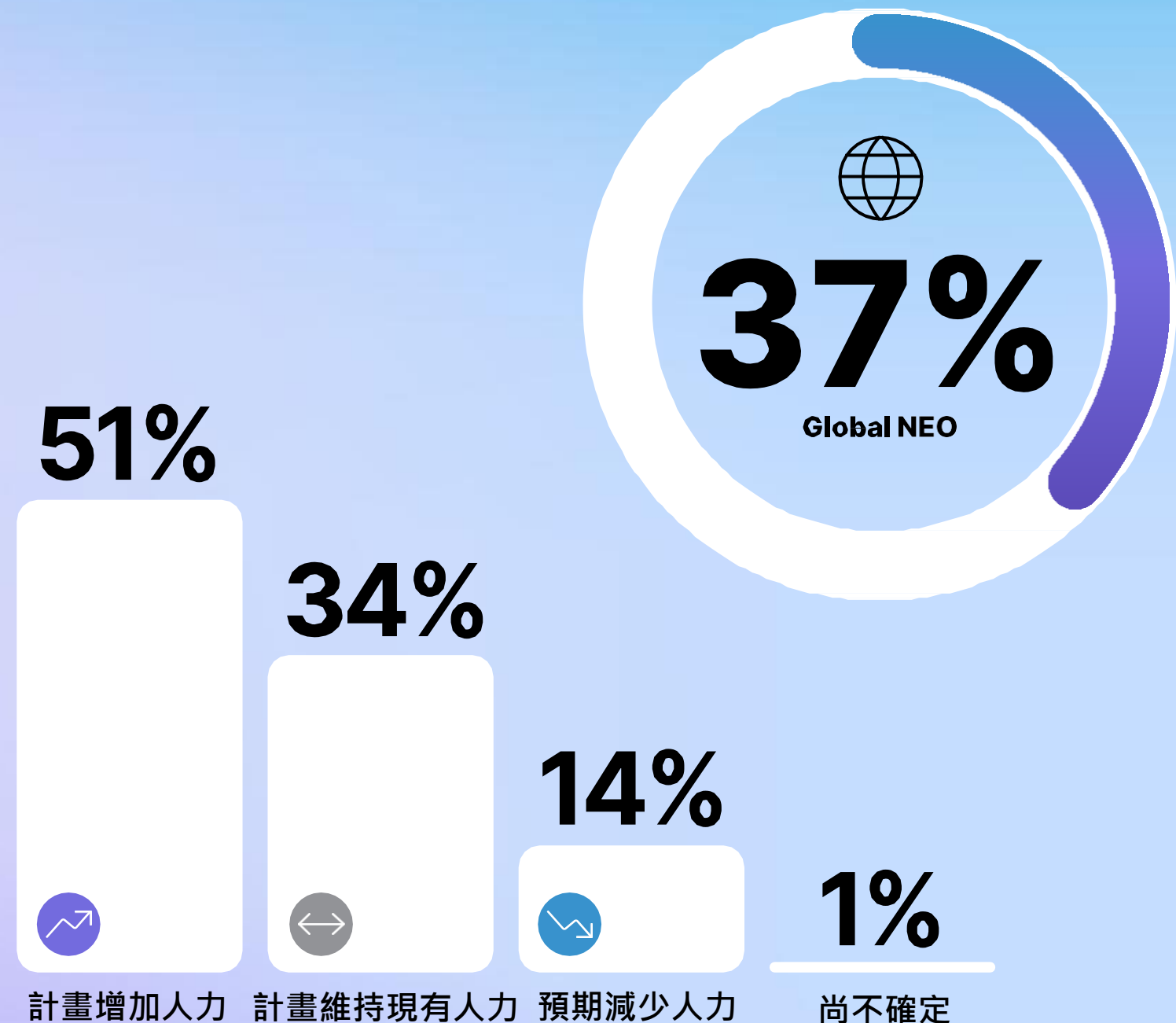
*Net Employment Outlook results range from +100% to -100%. **These numbers or comparisons should be treated as indicative only due to the small sample size this quarter.

¹ManpowerGroup 2026 Talent Shortage Survey

2026 年第四季 全球科技人才展望

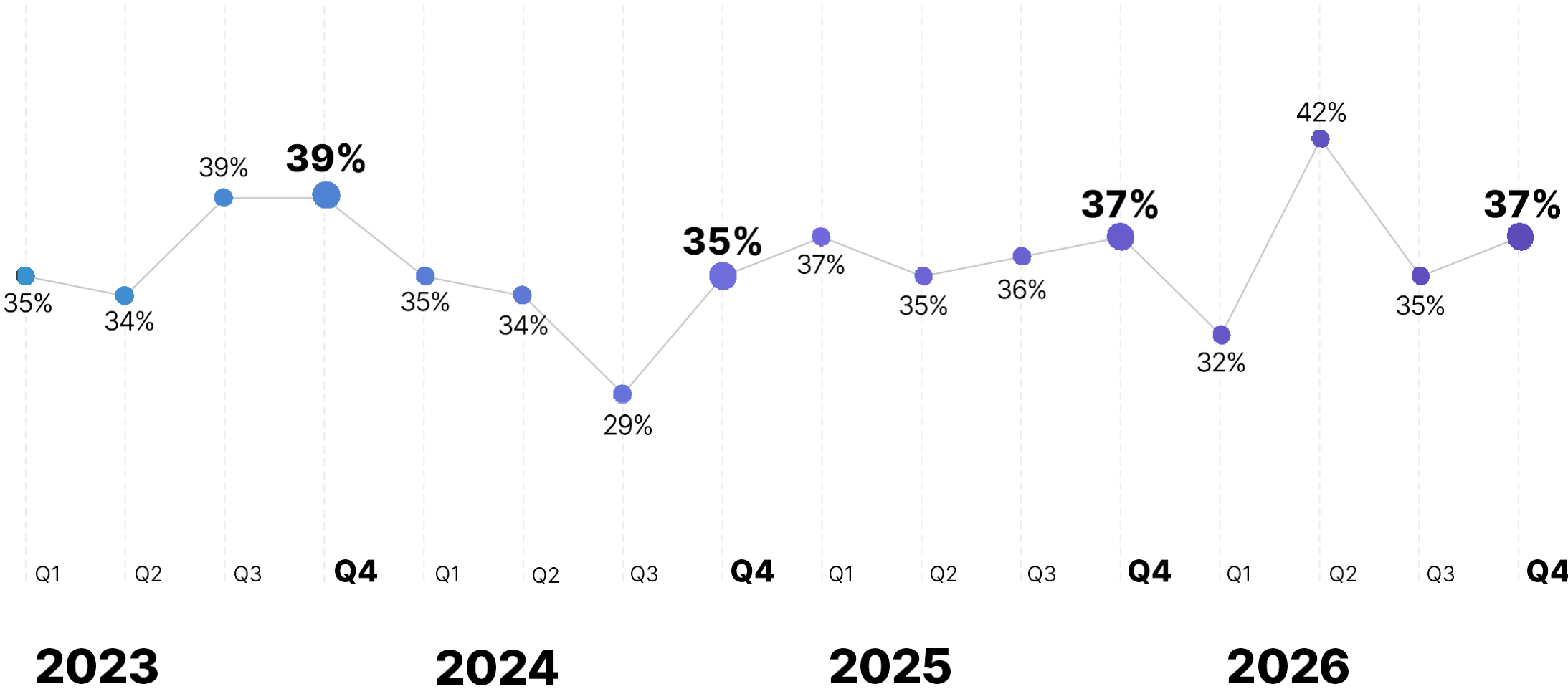
全球廣泛將就業展望淨值（Net Employment Outlook）視為衡量勞動市場趨勢的重要指標。該數值是以預期增加員工人數的雇主比例，扣除預期減少員工人數的雇主比例計算，目前為 37%。

The unadjusted 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.



歷年趨勢

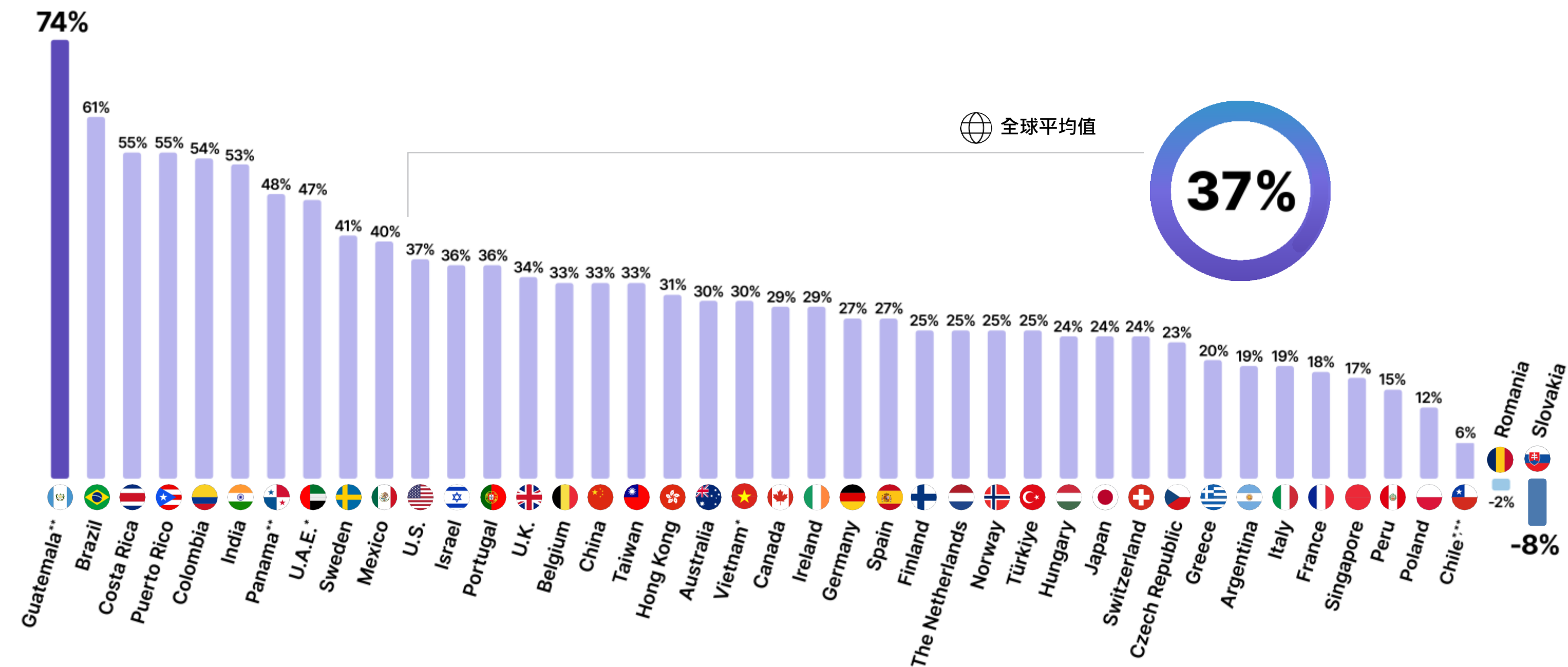
招聘計畫於 **2026 年第二季**達到高點，較上一季上升 **2 個百分點**，與去年同期相比則**維持不變**。



科技與 IT 服務業雇
主回報的就業展望淨
值 (NEO) 為

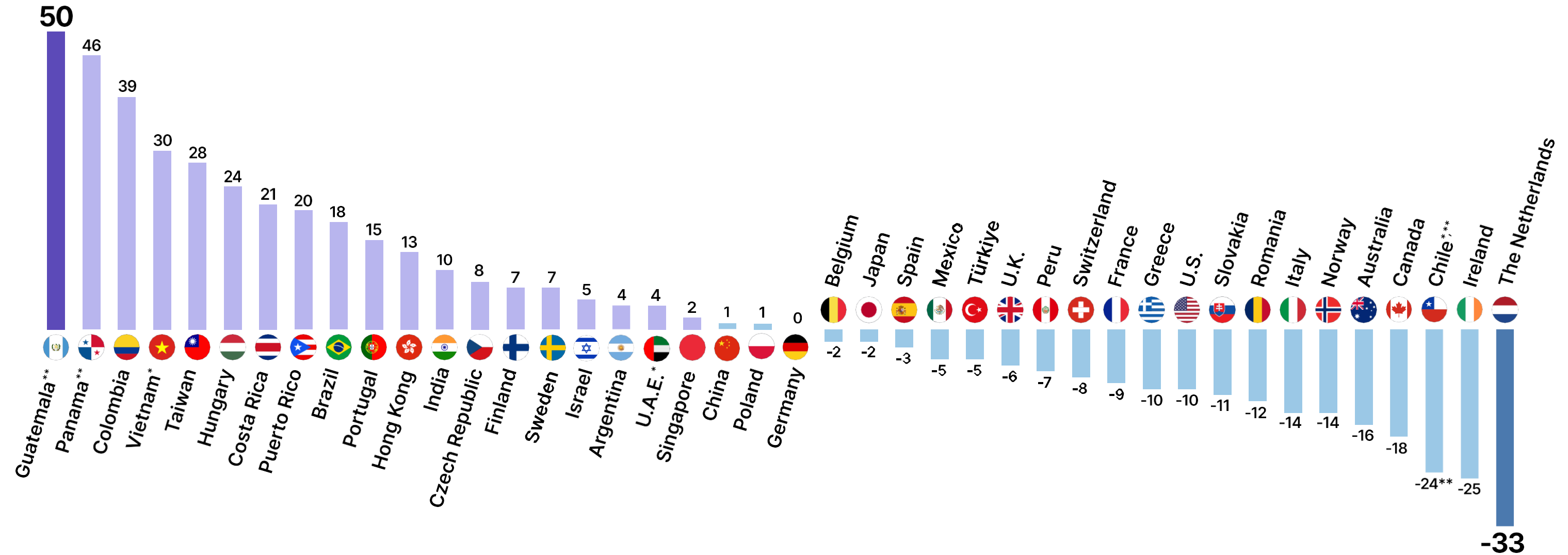


10 月至 12 月科技業招聘預期



* The NEOs for Chile, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data become available, with seasonal adjustment expected in Q1 2027, Q2 2028, and Q4 2029, respectively. **These numbers or comparisons should be treated as indicative only due to the small sample size this quarter.

各國年增減變化

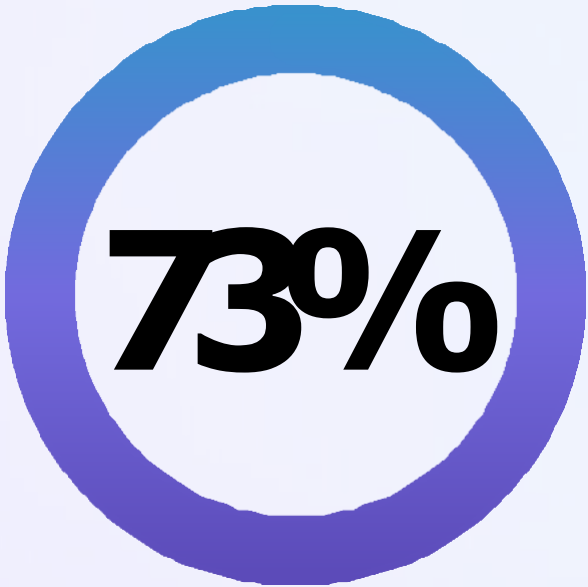


Measured in points (pts).

*The NEOs for Chile, the U.A.E., and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data become available, with seasonal adjustment expected in Q1 2027, Q2 2028, and Q4 2029, respectively. **These numbers or comparisons should be treated as indicative only due to the small sample size this quarter.

全球人才短缺

在科技導向的世界中，人才需求持續升高，



的科技與 IT 服務業雇主表示，難以找到所需的技能人才。



關鍵人類技能



Communication, Collaboration & Teamwork



Professionalism & Work Ethic



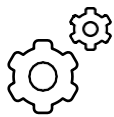
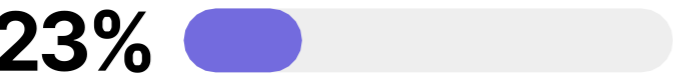
Adaptability & Willingness to Learn



Critical Thinking & Problem-Solving



Digital Literacy



關鍵技術技能



AI Modeling & App Development



AI Literacy



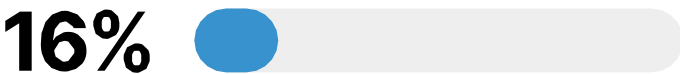
Traditional IT & Data, Excluding AI



Engineering



Sales & Marketing

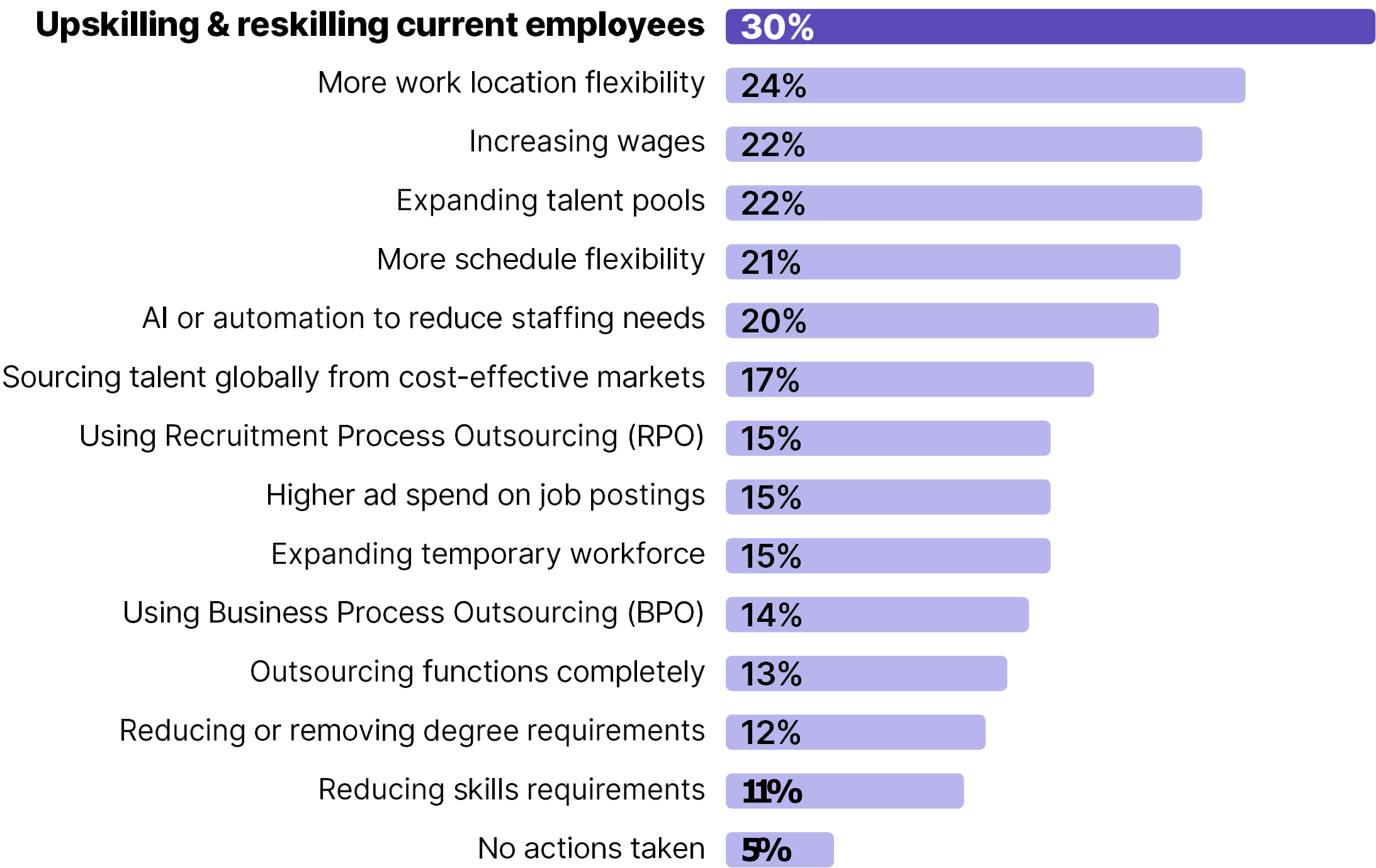


Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

¹ManpowerGroup 2026 Talent Shortage Survey

雇主為克服持續性人才短缺所採取的措施

面對結構性人才短缺，
95% 的雇主正採取多元策略加以因應。



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

¹ManpowerGroup 2026 Talent Shortage Survey

調查方法

關於 Experis 科技人才展望

本研究根據 42 個國家、4,258 家科技與 IT 服務業雇主的回覆進行分析，這些企業均參與萬寶華集團 (ManpowerGroup) 的《就業展望調查》。該調查是全球歷史最悠久、最全面且具前瞻性的就業調查之一，並被廣泛用作衡量勞動市場的重要指標。2026 年第四季的资料蒐集時間為 7 月 1 日至 31 日。

關於 Experis 科技人才展望的科技與 IT 服務業產業分類

萬寶華集團更新了產業分類方式，以確保研究洞察更貼近現今全球經濟的產業結構。為維持歷年資料的一致性，過往資料亦已依照新版分類重新歸類，各國及各區域的調查結果則維持不變。

「科技與 IT 服務業」的分類依據北美產業分類系統 (NAICS) 中的以下產業別：電腦及電子產品製造業 (334) 、網際網路出版與廣播業 (516) 、電信業 (517) 、資料處理、代管及相關服務業 (518) 、其他資訊服務業 (519) 、電腦系統設計及相關服務業 (5415)

關於人才短缺調查

萬寶華集團針對 41 個國家、39,063 家雇主進行調查，涵蓋以下市場：阿根廷、澳洲、比利時、巴西、加拿大、智利、中國、哥倫比亞、哥斯大黎加、捷克、芬蘭、法國、德國、希臘、瓜地馬拉、香港、匈牙利、印度、愛爾蘭、以色列、義大利、日本、墨西哥、荷蘭、挪威、巴拿馬、秘魯、波蘭、葡萄牙、波多黎各、羅馬尼亞、新加坡、斯洛伐克、西班牙、瑞典、瑞士、台灣、土耳其、阿拉伯聯合大公國 (U.A.E.) 、英國 (U.K.) 及美國 (U.S.) 。所有市場的調查均於 2025 年 10 月 1 日至 31 日期間完成。

Forward-looking statements

This report 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.

Experis 涵蓋人才管理的完整週期



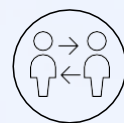
Global Talent Resourcing
& Acquisition



Workforce Strategy
& Consulting



Technology-Enabled
Workforce Management



Career Development
& Transition Services



Data & Insights for
Workforce Optimization



Global Service Delivery
& Managed Solutions



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