

2026 Q2 | Experis Tech Talent Outlook

GLOBAL FINDINGS

Executive Summary

More than 4,600 Tech & IT Services employers across 42 countries were asked about their second quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.

Employers reported a global Net Employment Outlook of

45%

as they consider their hiring plans for April – June.

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

The NEO improved since the previous quarter

+4 points

and year-over-year

+9

Competition for top tech talent continues but eases slightly as

73%

of employers said they were **struggling to find the skilled talent they need**, down from 76% in 2025².

Strongest Outlooks by Country

India

69%

U.A.E.¹

69%

Brazil

63%

To overcome ongoing talent scarcity, employers have primarily

upskilled & reskilled their employees

followed by

offering more schedule flexibility

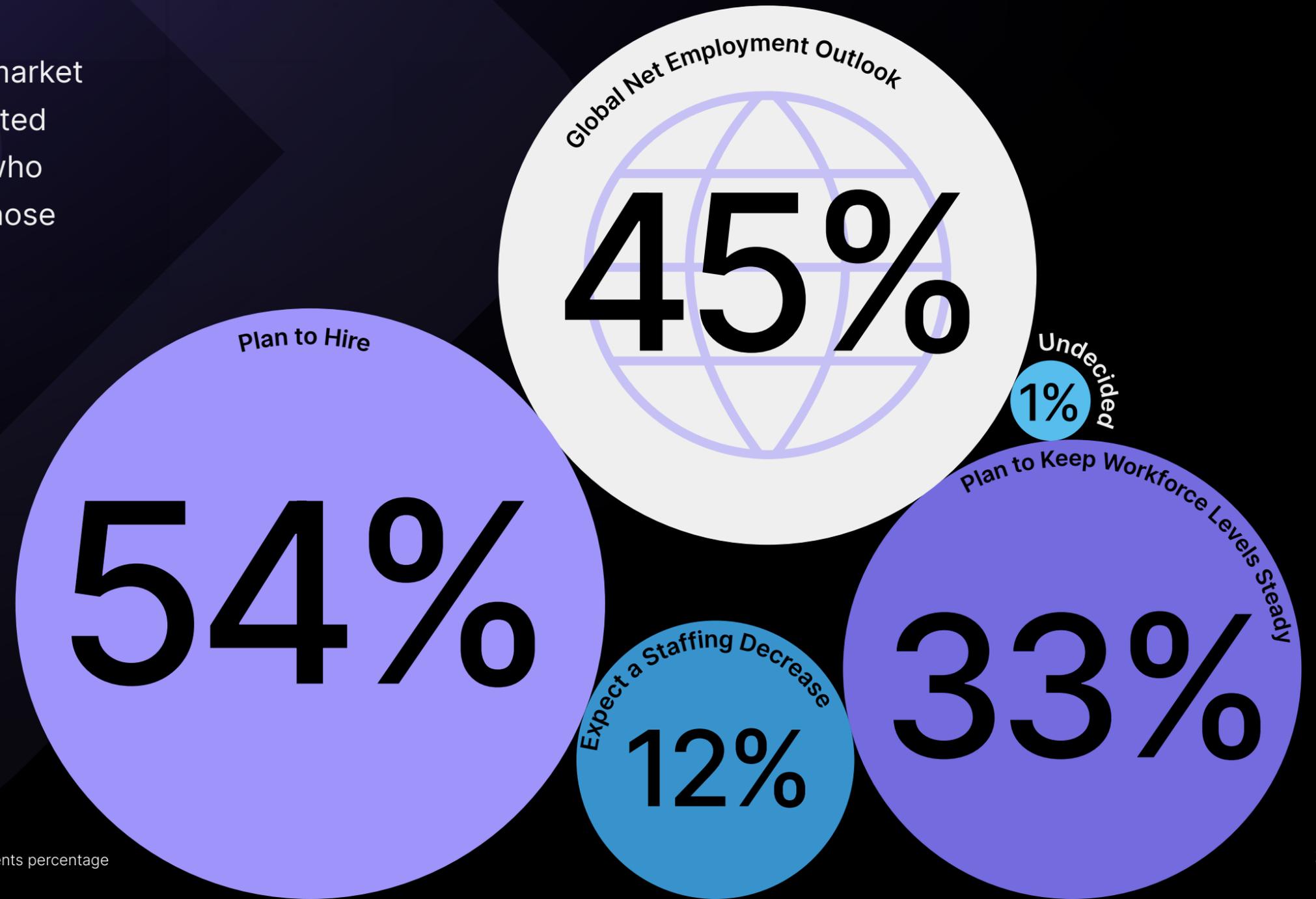
and

increasing wages.²

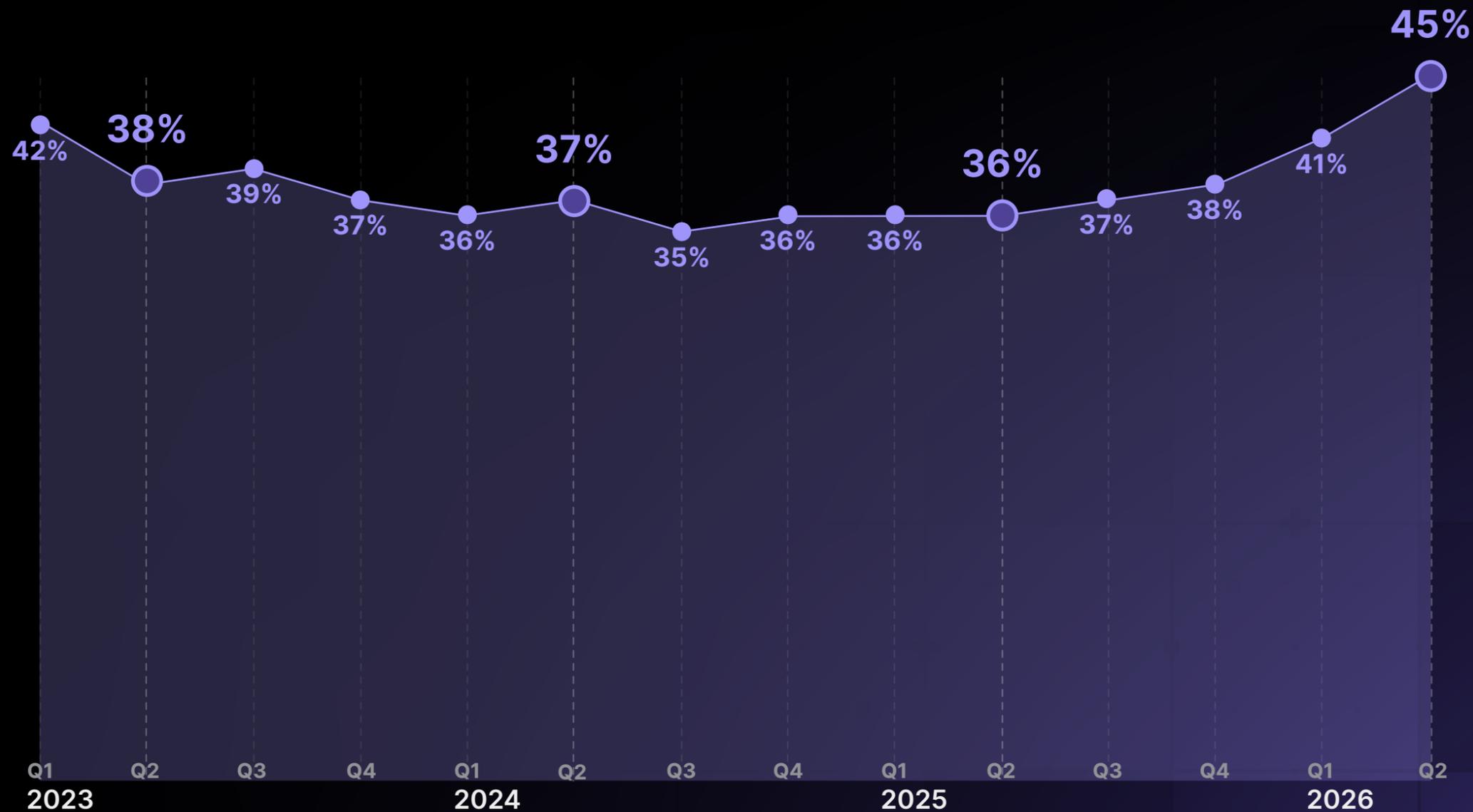
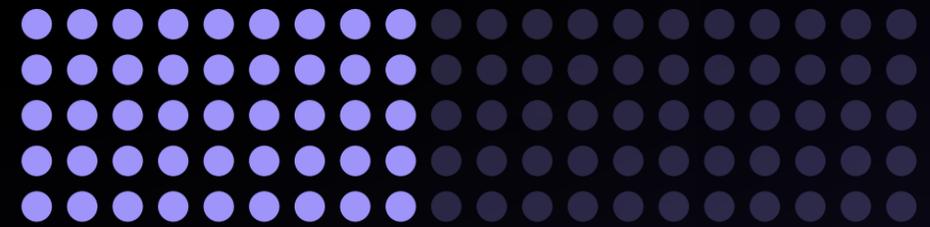
The Q2 2026 Global Tech Talent Outlook

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 45%**.

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.



Employers across Tech & IT Services reported an NEO of **45%** for Q2 2026

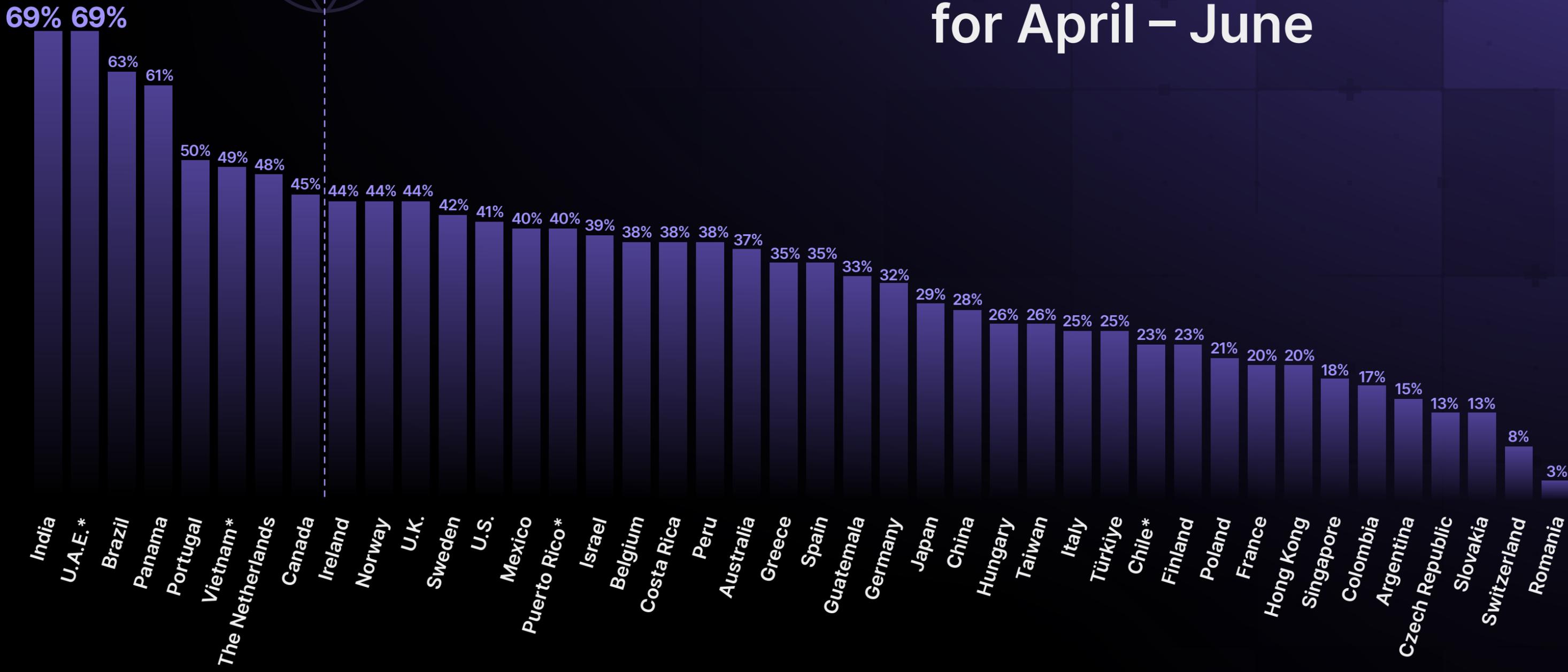


Changes Over Time

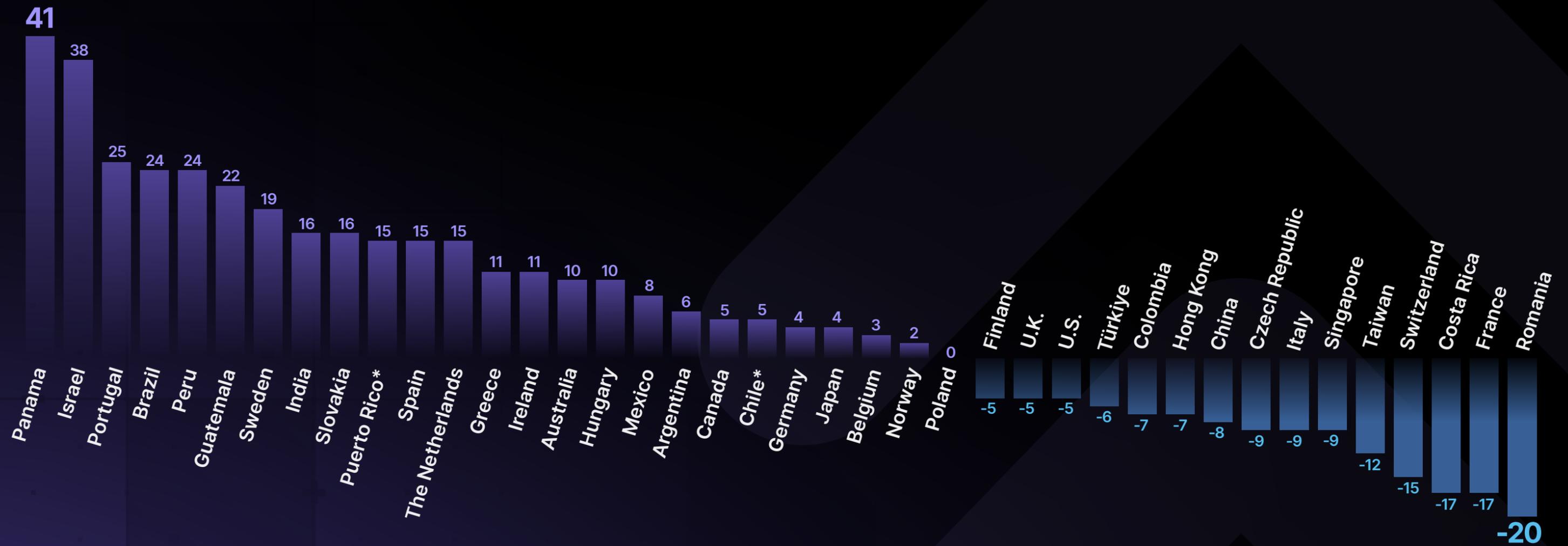
The NEO improved since the previous quarter (+4 points) and year-over-year (+9).

Tech Hiring Expectations for April – June

Global Average:
45%



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

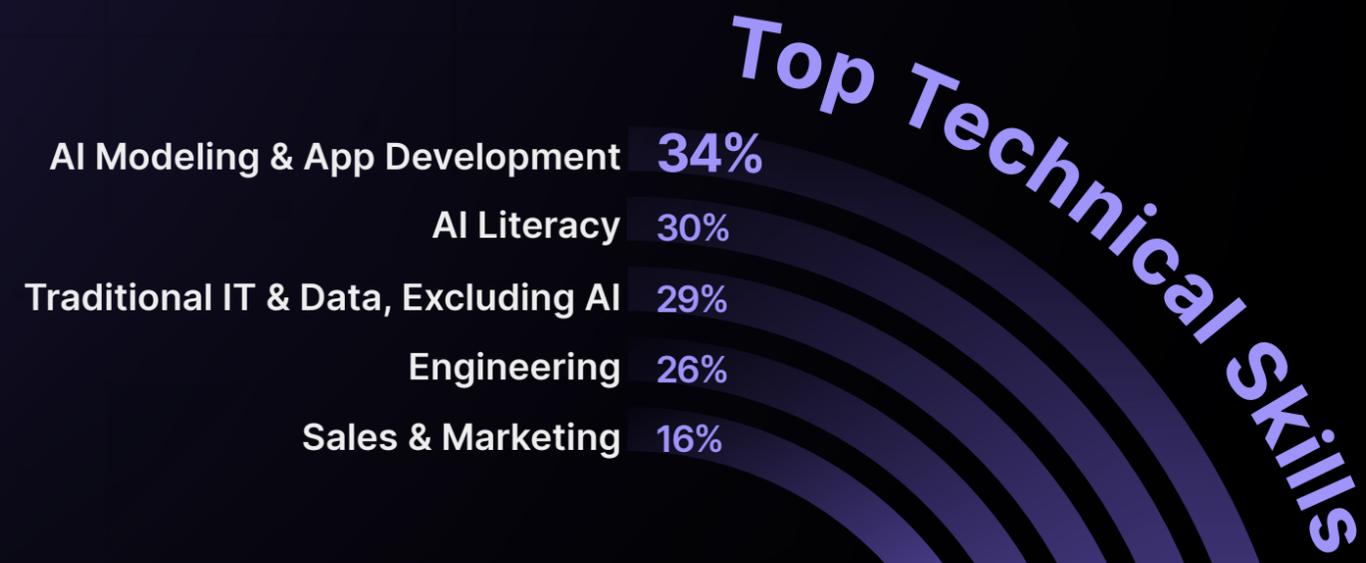
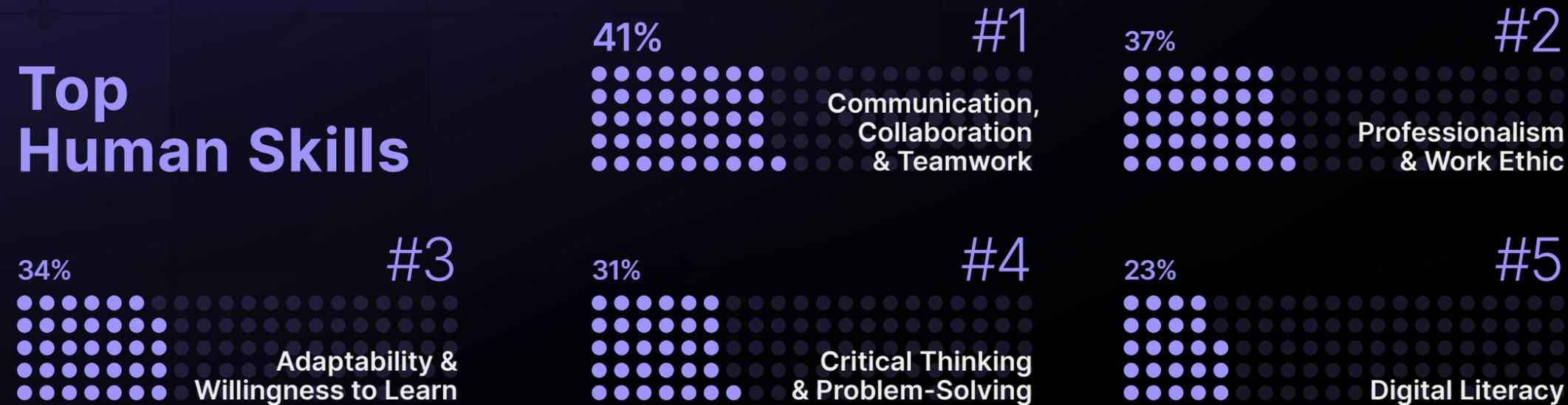


Year-Over-Year Changes by Country

Global Talent Scarcity

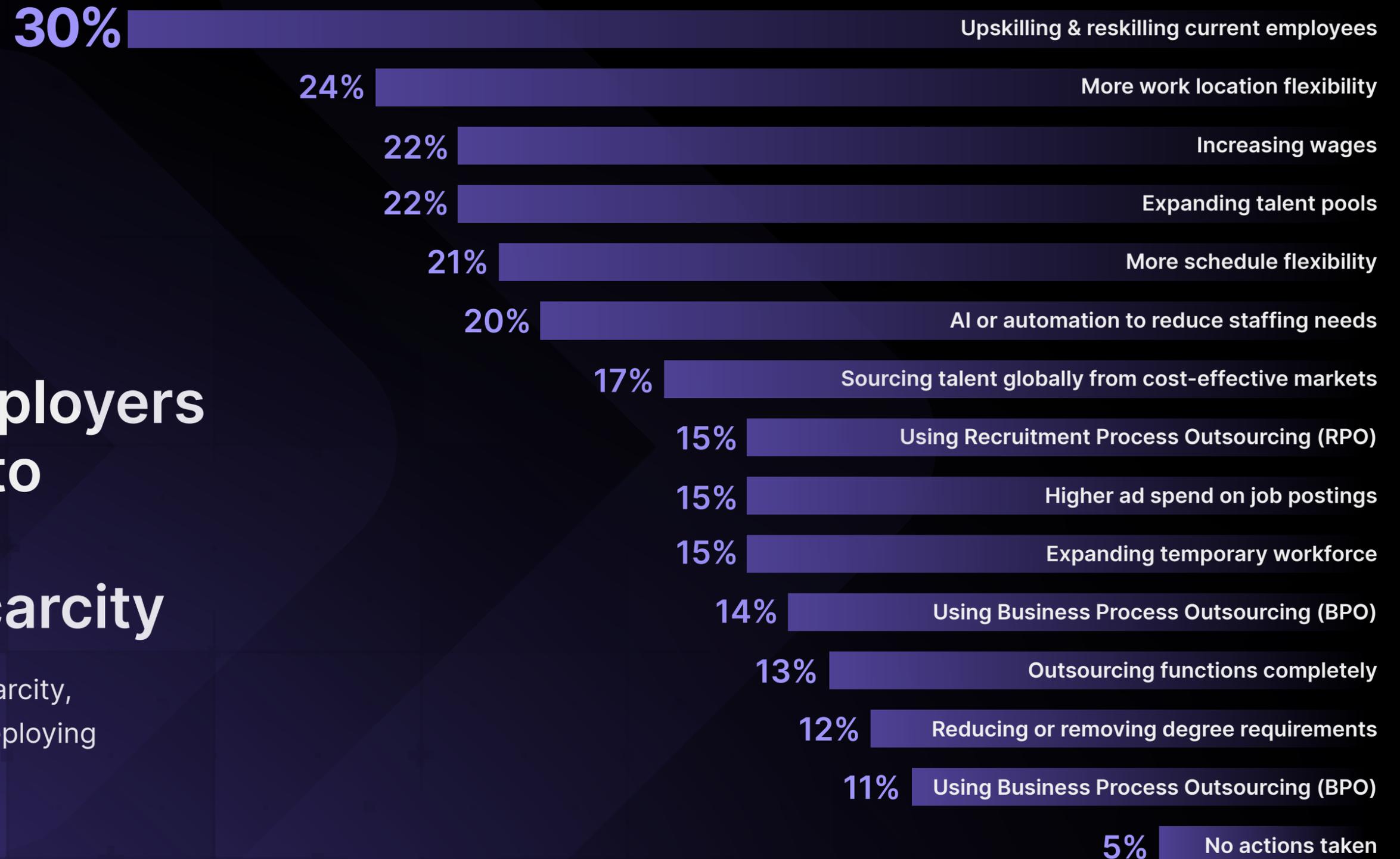
In a tech-focused world, people are in-demand as **73% of Tech & IT Services employers** reported struggling to find the skilled talent they need.

Top Human Skills



Actions Employers are Taking to Overcome Ongoing Scarcity

Faced with structural scarcity, 95% of employers are deploying a mix of strategies.



The Methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,655 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 second quarter was collected between January 1 and February 3, 2026, prior to geopolitical developments that began across the Middle East in late February. The findings reflect employer sentiment at the time of data collection and may not capture the potential impact of subsequent events.

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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