IT Employers in the UK Plan to Increase Hiring Throughout Q3

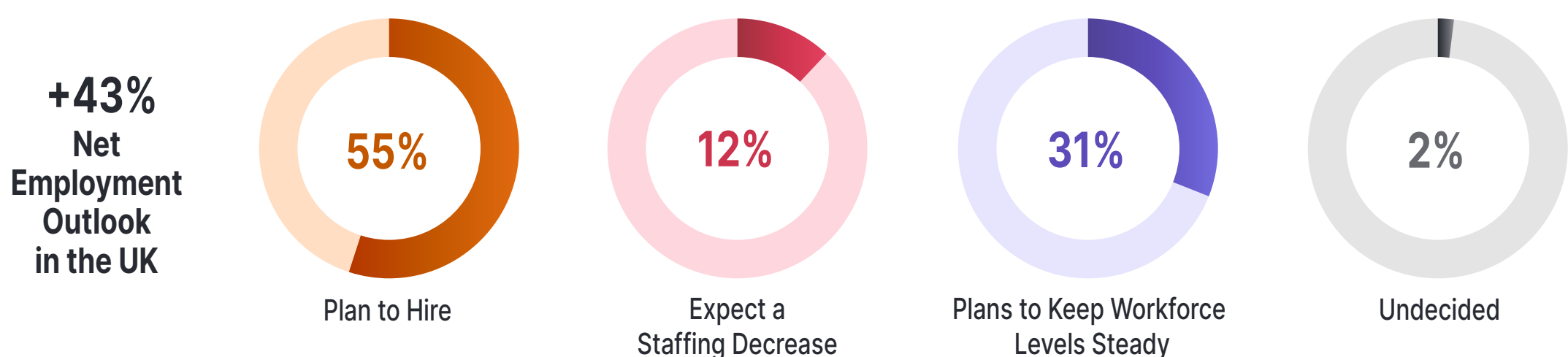IT employers in the UK anticipate Net Employment Outlook of +43%

81% of IT organisations in the UK report difficulty filling open roles

Top IT staffing priorities for British employers are Cybersecurity, Customer or User Experience and Technical Support
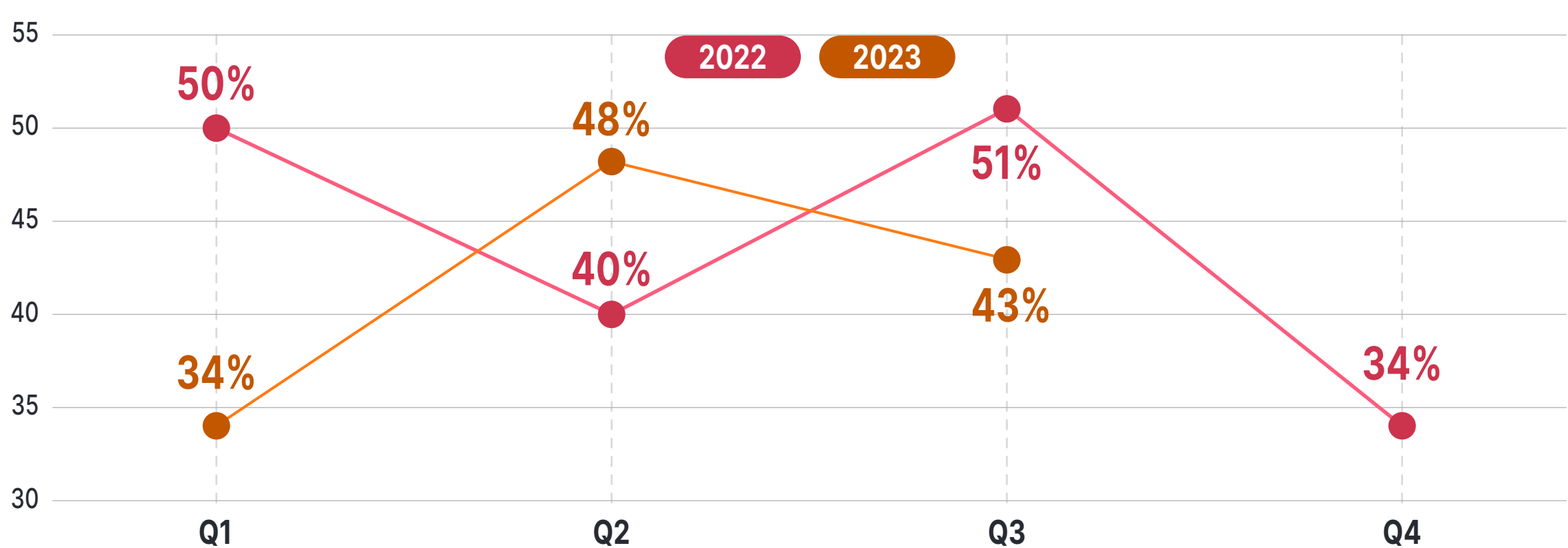
The UK IT Industry Employment Outlook

Used internationally as a bellwether of economic and 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 +43%.**
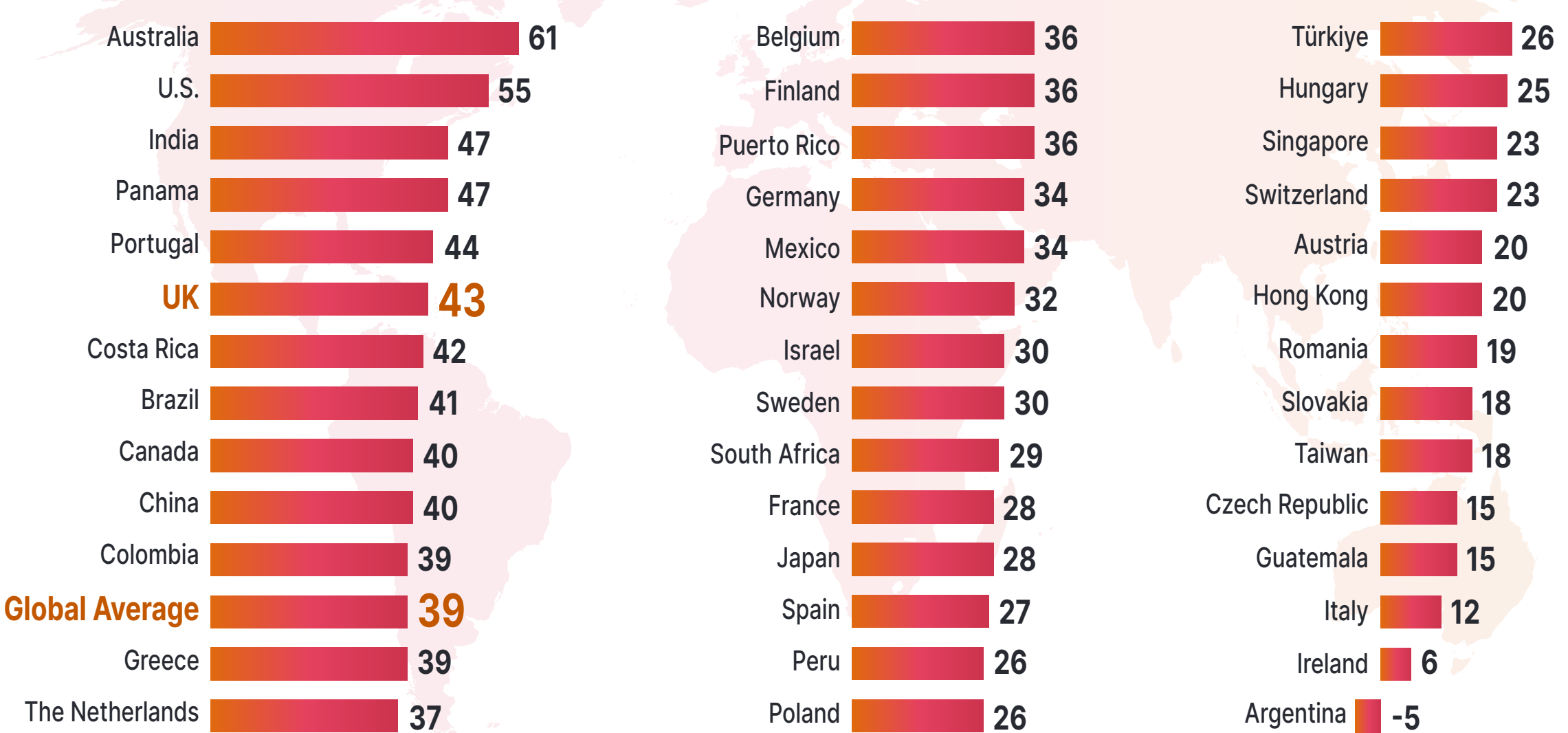
+43% Net Employment Outlook in the UK

55%	12%	31%	2%
Plan to Hire	Expect a Staffing Decrease	Plans to Keep Workforce Levels Steady	Undecided

Changes Over Time

IT employers' **demand across the UK has weakened by -5% since last quarter and has eased -8% when compared to this time last year.**

Legend: 2022 — 2023

	Q1	Q2	Q3	Q4
2022	50%	40%	51%	34%
2023	34%	48%	43%	

Hiring Expectations for July – September

Of the 41 countries, IT employers in **Australia**, the **U.S.**, **India**, and **Panama** are driving the demand for talent in Q3.

Country	Value		Country	Value		Country	Value
Australia	61		Belgium	36		Türkiye	26
U.S.	55		Finland	36		Hungary	25
India	47		Puerto Rico	36		Singapore	23
Panama	47		Germany	34		Switzerland	23
Portugal	44		Mexico	34		Austria	20
UK	43		Norway	32		Hong Kong	20
Costa Rica	42		Israel	30		Romania	19
Brazil	41		Sweden	30		Slovakia	18
Canada	40		South Africa	29		Taiwan	18
China	40		France	28		Czech Republic	15
Colombia	39		Japan	28		Guatemala	15
Global Average	39		Spain	27		Italy	12
Greece	39		Peru	26		Ireland	6
The Netherlands	37		Poland	26		Argentina	-5

The IT Industry's Priority Staffing Needs

Top 5 Staffing Priorities:

1 | Cybersecurity, **36%**
2 | Customer or User Experience, **33%**
3 | Technical Support, **33%**
4 | Database Management, **29%**
5 | Customer Relationship Management Systems, **25%**

Top 5 Approaches to Address Tech Challenges:

1 | Invest more in Automation, **53%**
2 | Train & Upskill Current Workforce, **53%**
3 | Hire New Workers with the Required Skills, **50%**
4 | Reskill Workers and Move into IT Roles, **50%**
5 | Hire Short-term Staff (freelancers, contract workers, etc.) to Fill Any Skills Gaps, **47%**

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