

# 2025 Q4

## Experis Tech Talent Outlook



UK IT employers reported a global Net Employment Outlook of 42% for the fourth quarter of 2025



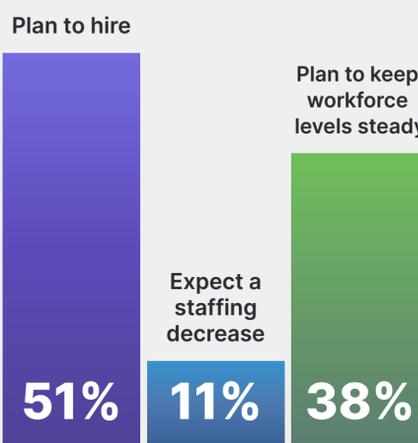
IT hiring demand has decreased by 4 percentage points since the previous quarter



Despite the decrease in hiring intentions, IT has the strongest outlook in the UK for the third consecutive quarter

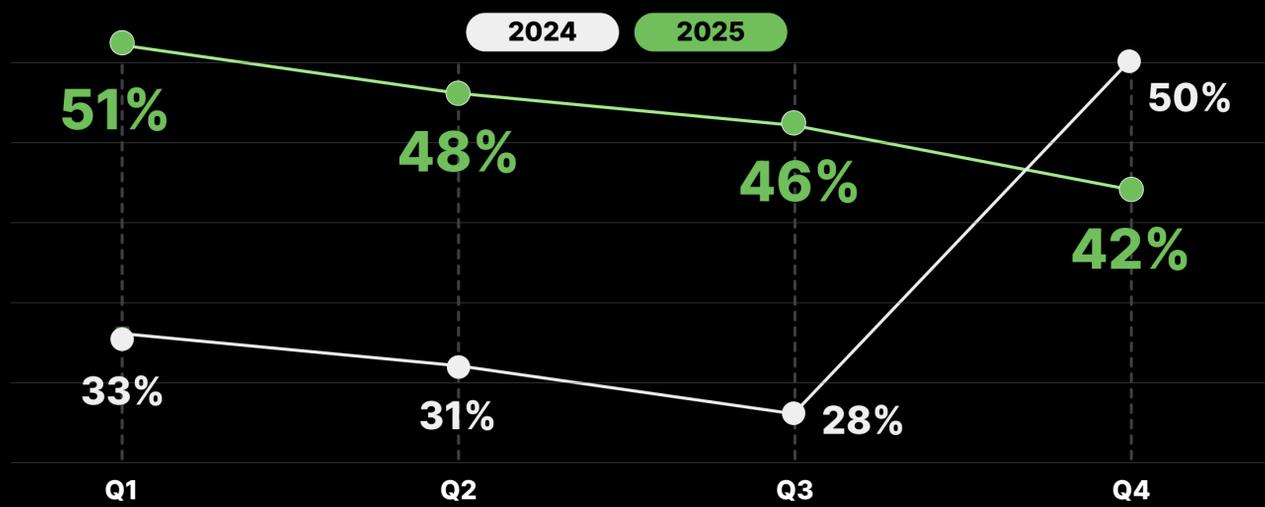
### The UK IT industry employment outlook

Used internationally as a bellwether of labour 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 42% in the UK.



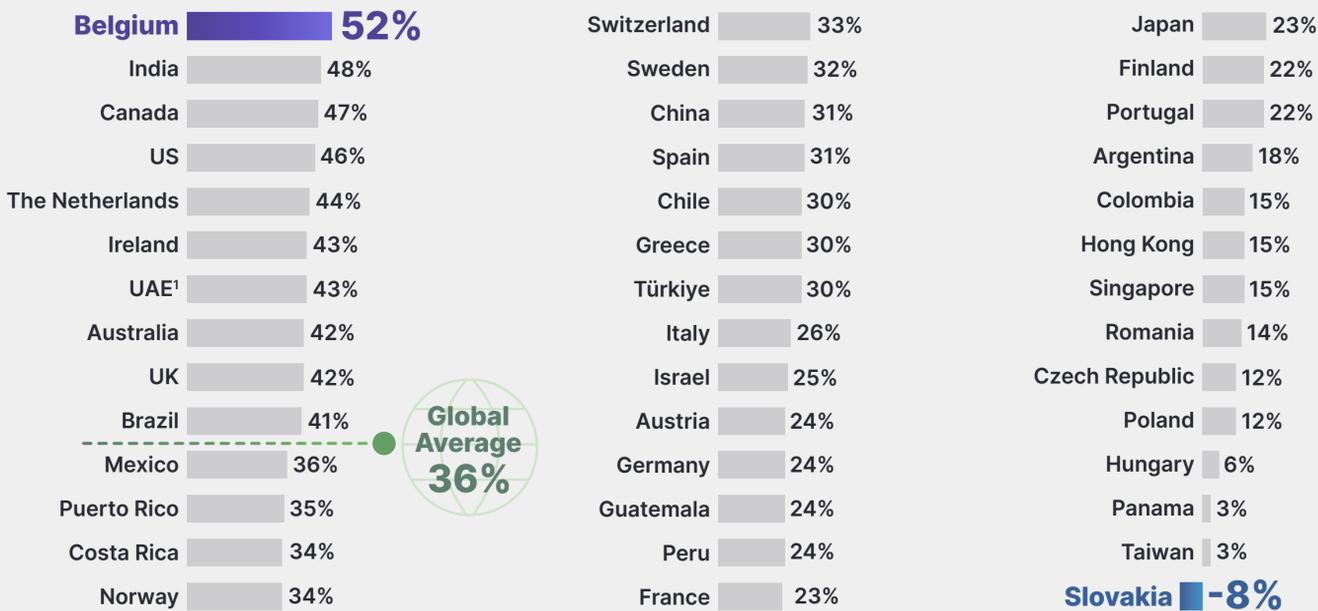
### Changes over time

IT hiring demand weakened by 4 percentage points since the previous quarter and 8 percentage points when compared to the same period last year.



### IT hiring expectations for October – December

Employers in Belgium reported the strongest IT Outlook for Q4 2025.



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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 labour market indicator. ManpowerGroup interviewed 6,533 IT employers across 42 countries, including 349 from the UK, on hiring intentions for the fourth quarter of 2025. <sup>1</sup>The UAE joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.