



2026 **Q3**

UK findings

Experis tech talent outlook

Executive summary

More than **200 UK Tech & IT Services** employers were asked about their third quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.

UK Tech & IT employers reported a **Net Employment Outlook (NEO)** of

51%

as they consider their hiring plans for July – September.

Calculated by subtracting employers planning reductions from those planning to hire.

Strongest outlooks by country

Puerto Rico

68%

Brazil

53%

UK

51%

The **NEO increased** since the previous quarter by **7 points** and year-over-year by **4 points**.

To overcome ongoing talent scarcity, UK employers have primarily **upskilled & reskilled** their employees, followed by **expanding their talent pools** and offering **more location flexibility**.¹

Competition for top tech talent continues but eases slightly as

73%

of of UK Tech & IT employers said they were **struggling to find the skilled talent they need**, down from 75% in 2025¹.

¹Net Employment Outlook results range from +100% to -100%

¹ManpowerGroup 2026 Talent Shortage Survey

The Q3 2026 UK tech talent outlook

Used internationally as a bellwether of labour market trends, the Net Employment Outlook – calculated by subtracting the percentage of UK Tech & IT employers who anticipate reductions to staffing levels from those who plan to hire – **now stands at 51%.**

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.

UK net employment outlook



51%

Plan to hire



62%

Plan to keep workforce levels steady



21%

Expect a staffing decrease



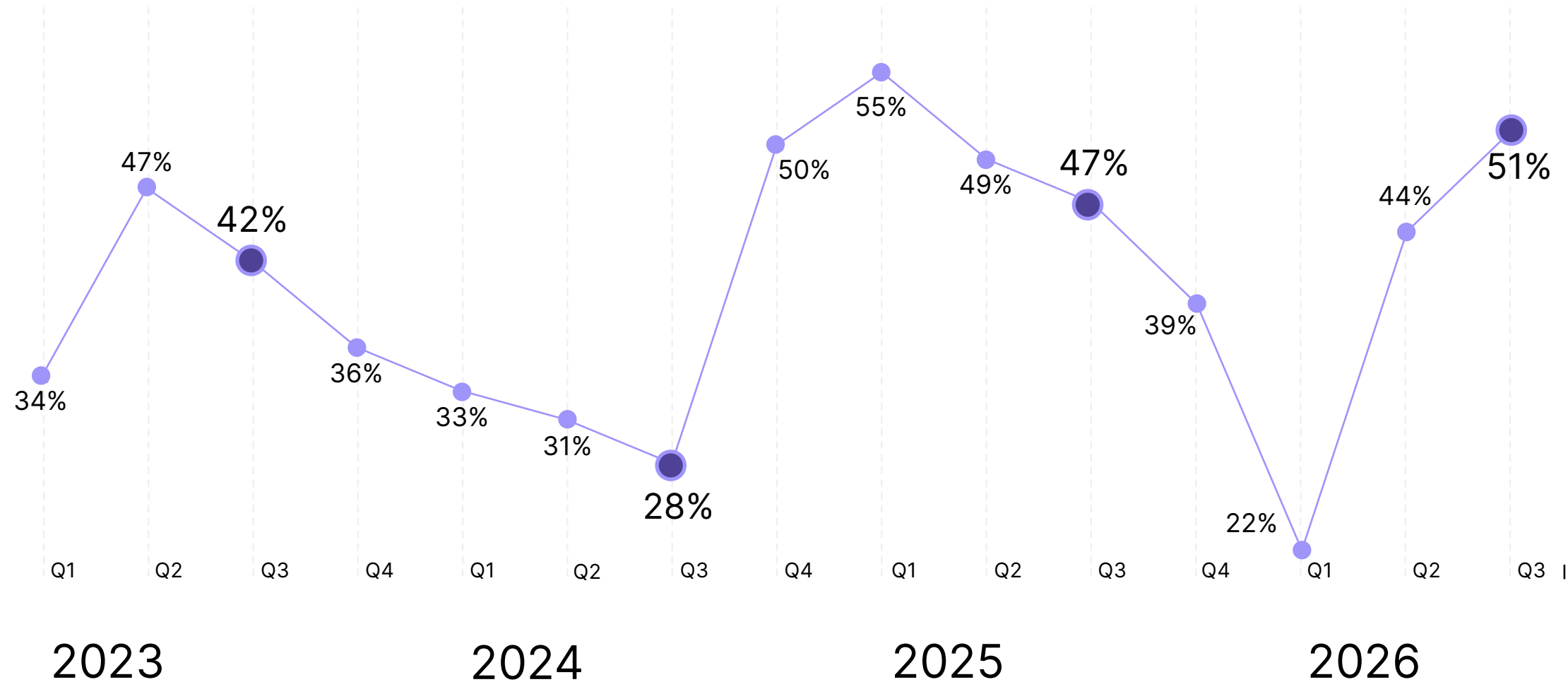
11%

Unsure ?

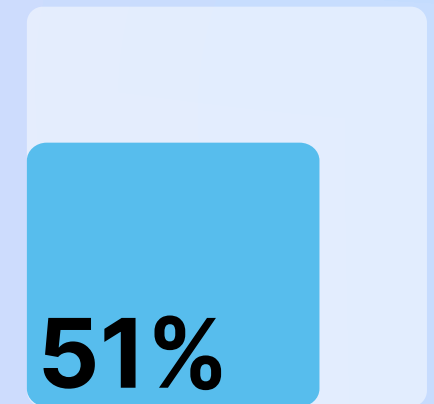
6%

Changes over time

UK Tech & IT hiring intentions have increased since the previous quarter (+7 points) and year-on-year (+4).

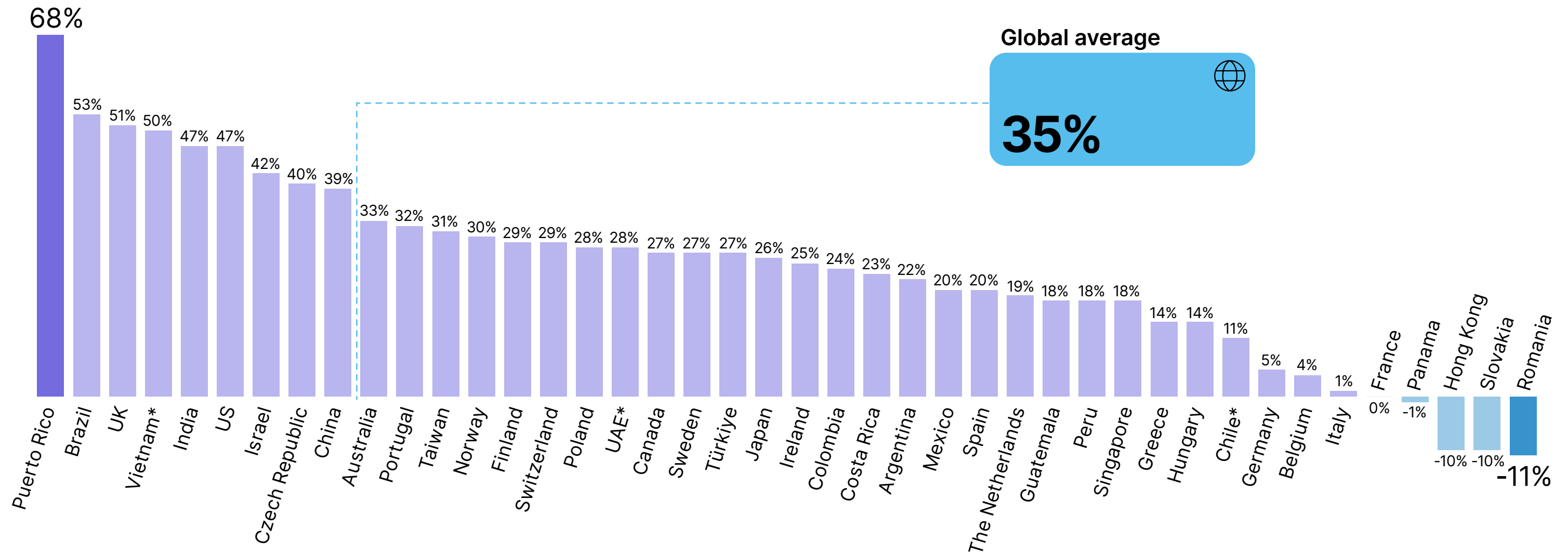


Employers across UK **Tech & IT Services** reported an NEO of



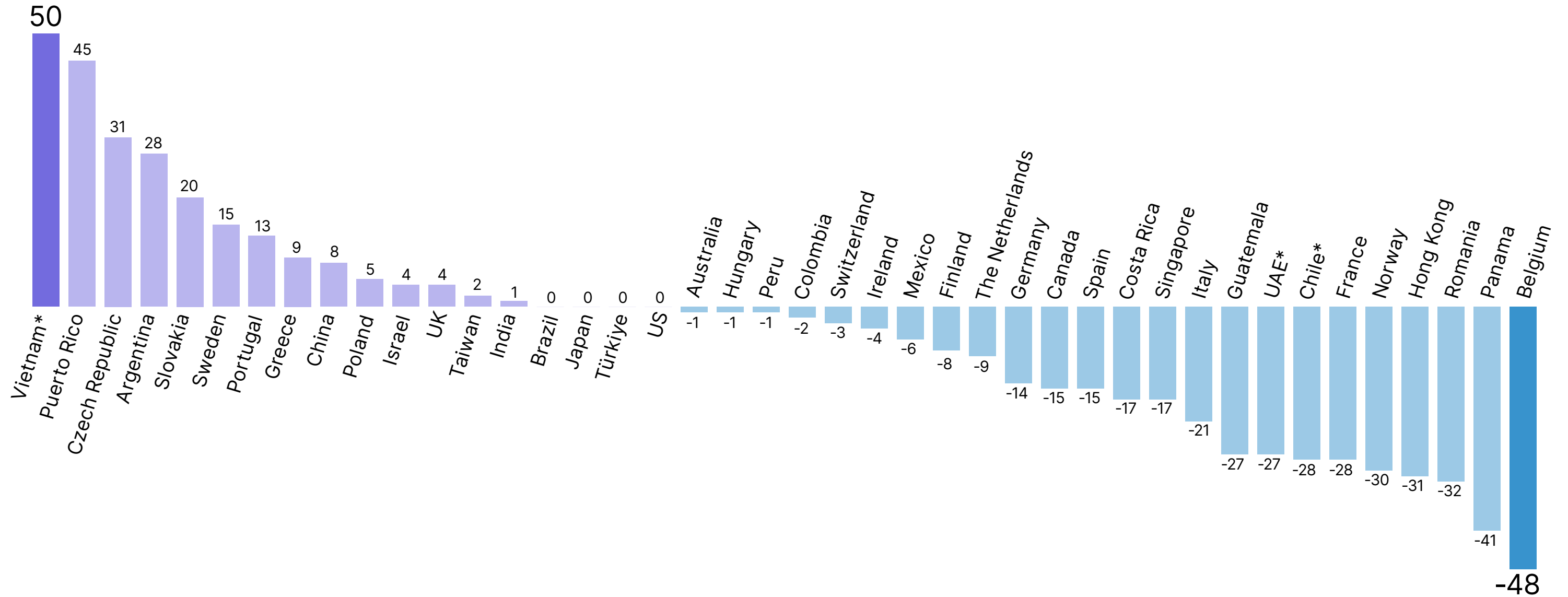
for **Q3 2026**

Tech hiring expectations for July – September



* The NEOs for Chile, the UAE and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

Year-over-year changes by country



Measured in points (pts).

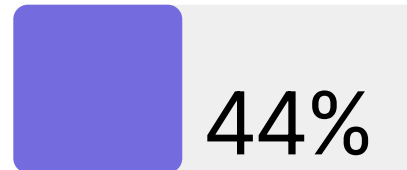
* The NEOs for Chile, the UAE and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

UK talent scarcity

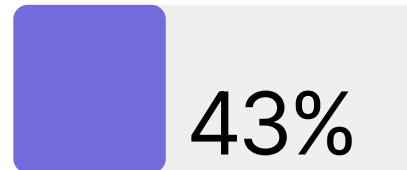
In a tech-focused world, people are in-demand as **73% of UK Tech & IT Services employers** reported struggling to find the skilled talent they need¹.

Top human skills

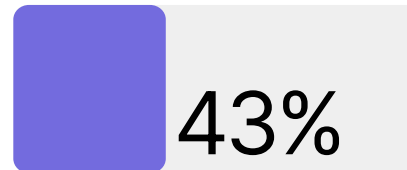
#1 Communication, collaboration & teamwork



#2 Professionalism & work ethic



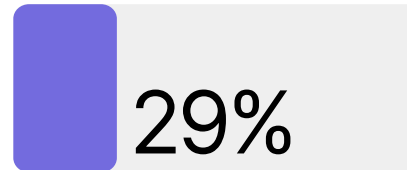
#3 Adaptability & willingness to learn



#4 Critical thinking & problem-solving

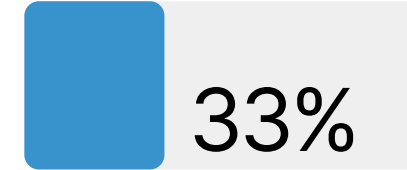


#5 Digital literacy

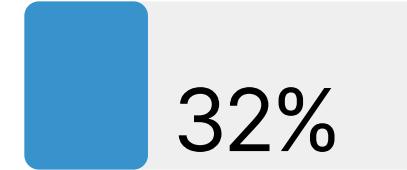


Top technical skills

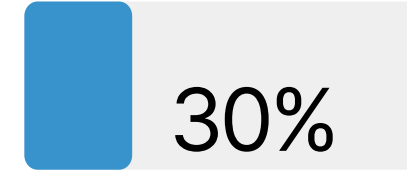
#1 AI modelling & app development



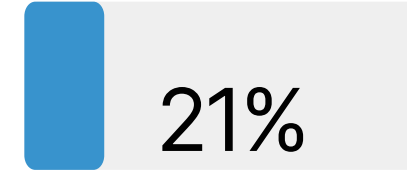
#2 AI literacy



#3 Traditional IT & data, excluding AI



#4 Engineering



#5 Sales & marketing



¹ManpowerGroup 2026 Talent Shortage Survey Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.



Actions UK employers are taking to overcome ongoing scarcity

Faced with structural scarcity, 93% of UK employers are deploying a mix of strategies¹.

¹ManpowerGroup 2026 Talent Shortage Survey

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

The methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,497 Tech and IT Services sector employers across 42 countries included in ManpowerGroup's Employment Outlook Survey (including 228 in the UK) – the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labour market indicator. The data for the third quarter was collected between 1-30 April 2026.

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 (including 2,261 in the UK): 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 (UAE), United Kingdom (UK) and the United States (US). The fieldwork was completed between 1 and 31 October 2025 in all markets.

Forward-looking statements

This site contains forward-looking statements, including statements regarding labour 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 31 December 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 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 optimisation



Global service delivery
& managed solutions



For more insights, visit experis.co.uk. 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 labour market indicator.