



Experis[®]
ManpowerGroup

Tech Talent Outlook



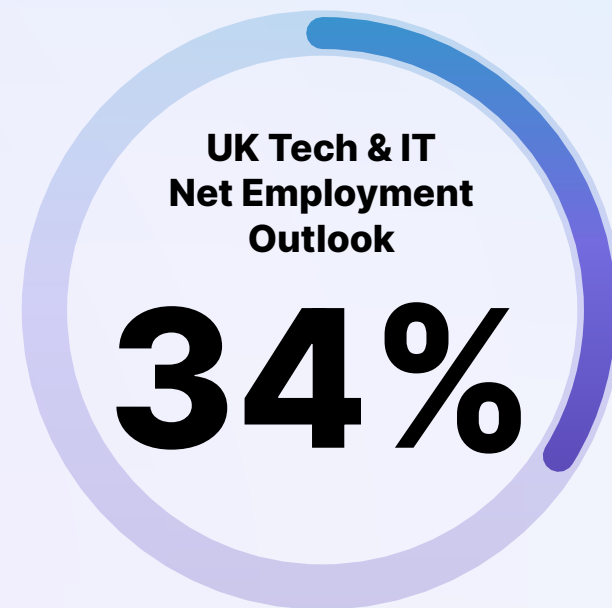
UK FINDINGS

2026 **Q4**

2026 Q4

Executive summary

More than **170 Tech & IT Services employers across the UK** were asked about their fourth quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.



UK employers reported a Tech & IT Net Employment Outlook (NEO)* of 34% as they consider their hiring plans for October – December.



decreased

17 points

since the previous quarter



decreased

6 points

when compared
to one year ago

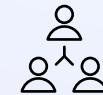
To overcome ongoing talent scarcity, employers have primarily



**upskilled & reskilled
their employees**



**offered more
location flexibility**



**Expanded
talent pools¹**



Strongest outlooks by country



Guatemala**

74%



Brazil

61%



Costa Rica

55%



Puerto Rico

55%

73%



**of UK Tech & IT employers said
they were struggling to find
the skilled talent they need.**

Competition for top tech talent eased slightly, down from 75% in 2025.¹

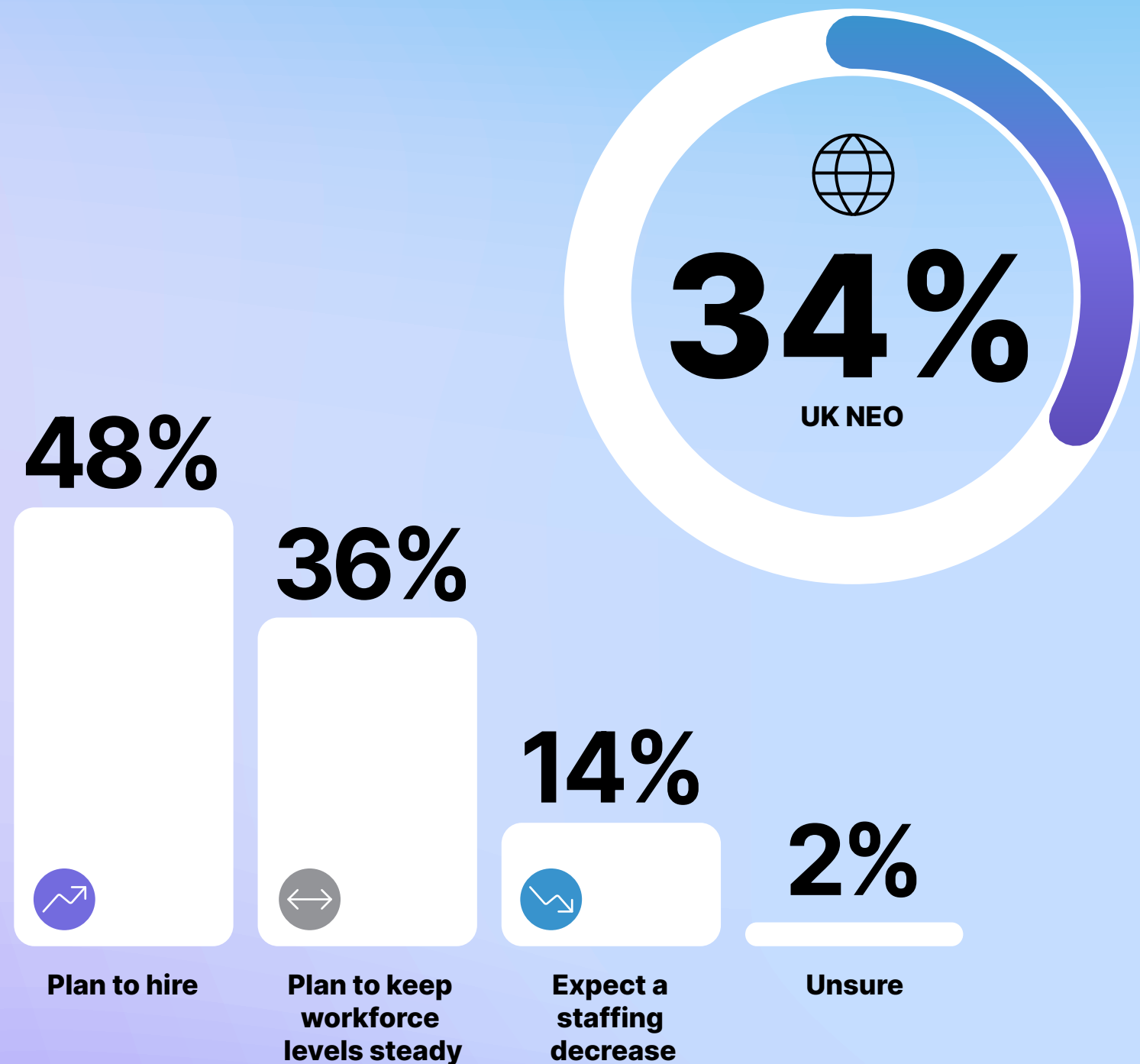
*Net Employment Outlook results range from +100% to -100%. **These numbers or comparisons should be treated as indicative only due to the small sample size this quarter.

¹ManpowerGroup 2026 Talent Shortage Survey

The Q4 2026 UK tech talent outlook

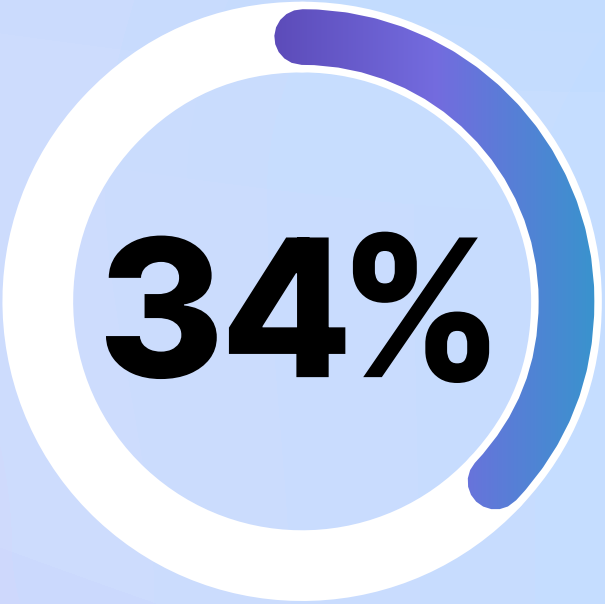
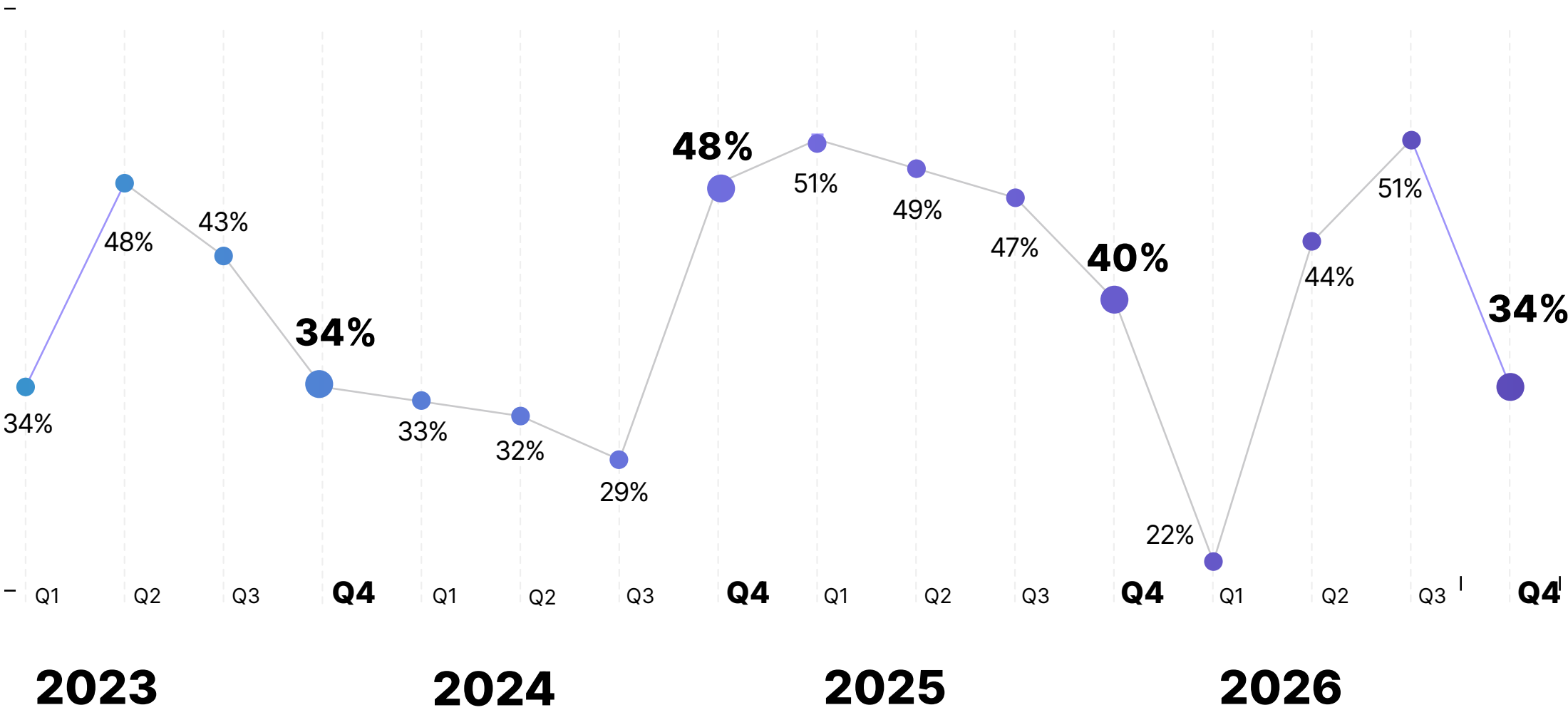
Used internationally as a bellwether of labour market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – **now stands at 34%.**

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.



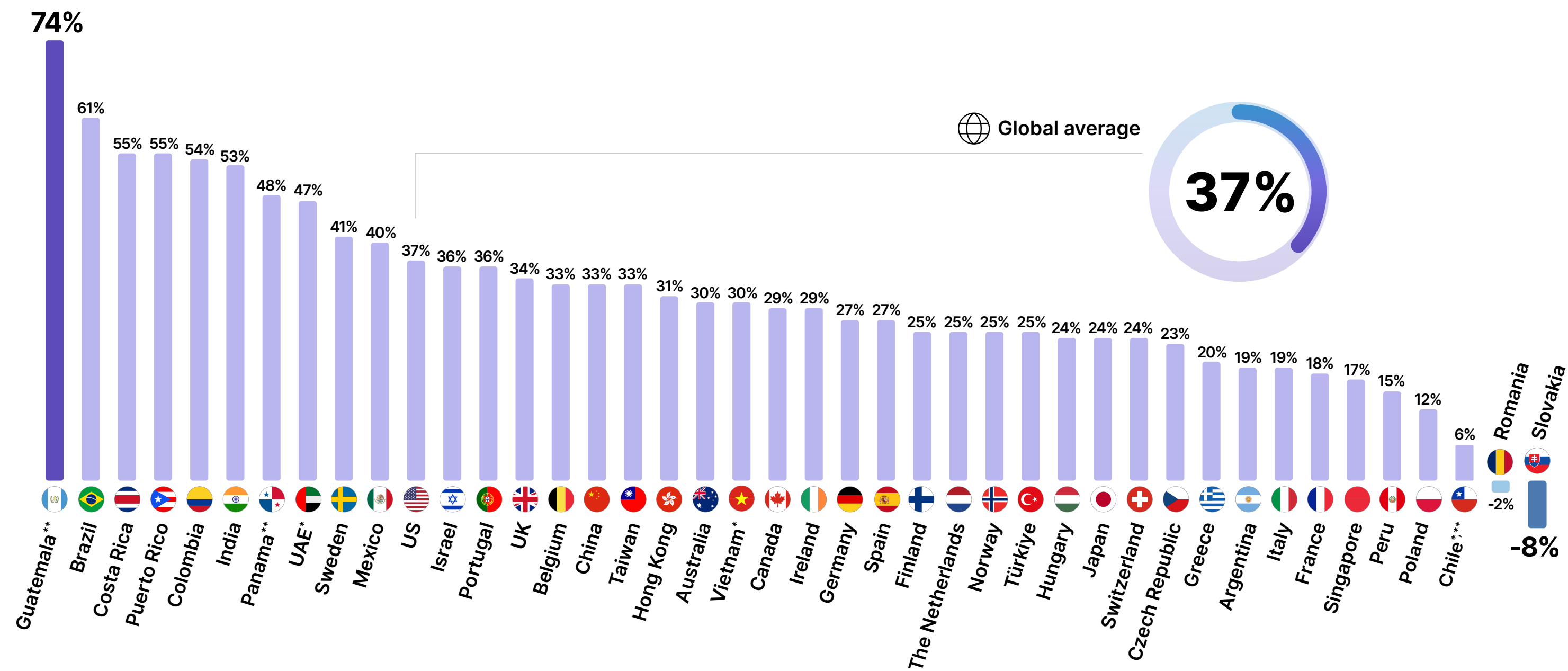
Changes over time

UK Tech & IT hiring intentions have decreased since the previous quarter (-17 points) and year-on-year (-6).



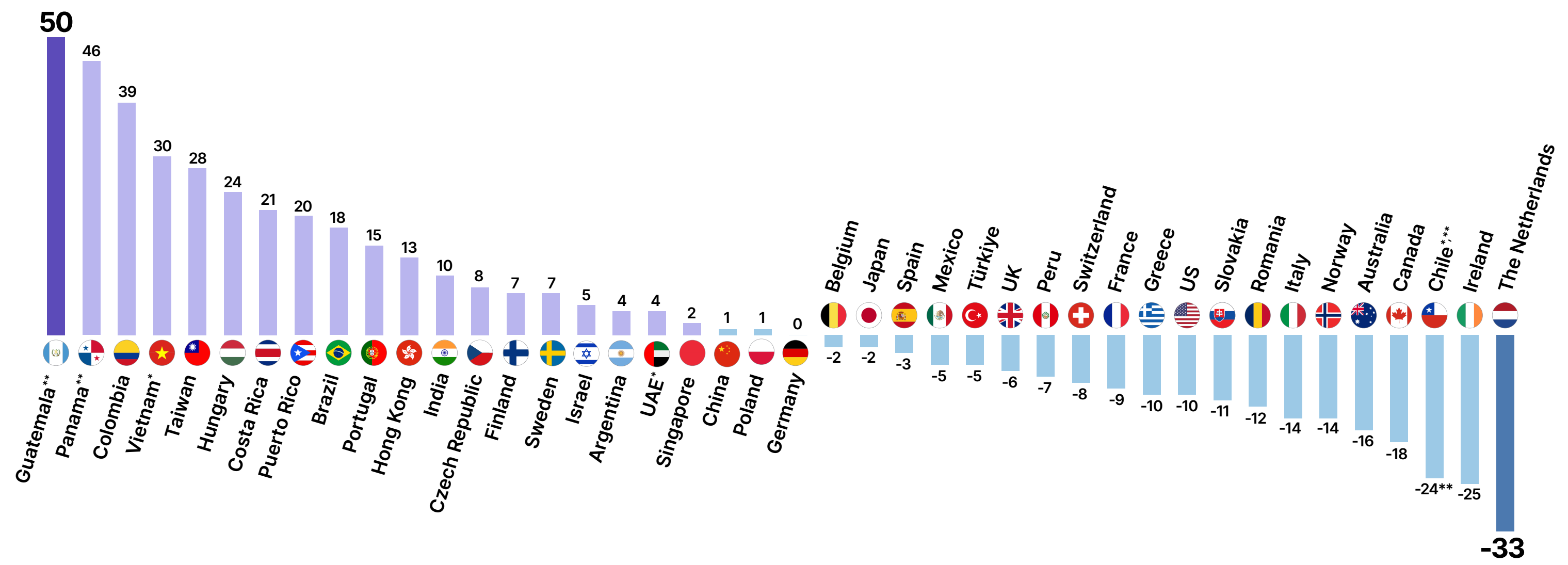
for **Q4 2026**

Tech hiring expectations for October – December



* 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.

Year-over-year changes by country

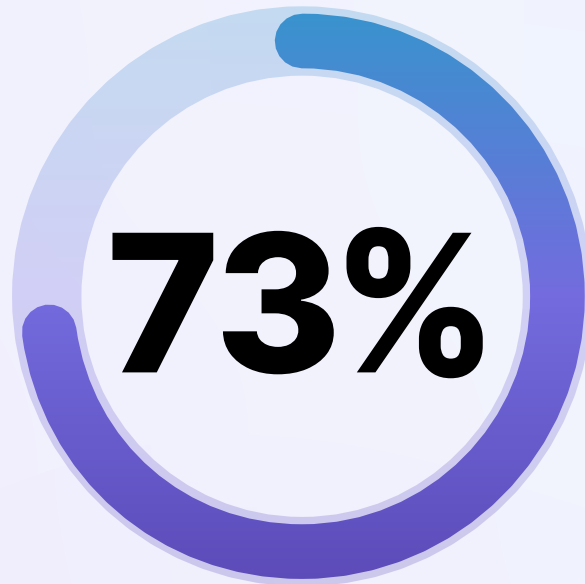


Measured in points (pts).

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

UK talent scarcity

In a tech-focused world, people are in-demand as



of UK Tech & IT Services employers reported struggling to find the skilled talent they need.¹



Top human skills



Communication, Collaboration & Teamwork



Professionalism & Work Ethic



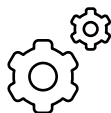
Adaptability & Willingness to Learn



Critical Thinking & Problem-Solving



Digital Literacy



Top technical skills



AI Modeling & App Development



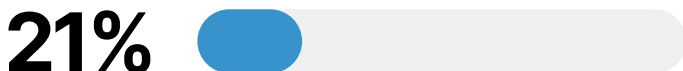
AI Literacy



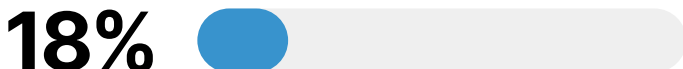
Traditional IT & Data, Excluding AI



Engineering



Sales & Marketing

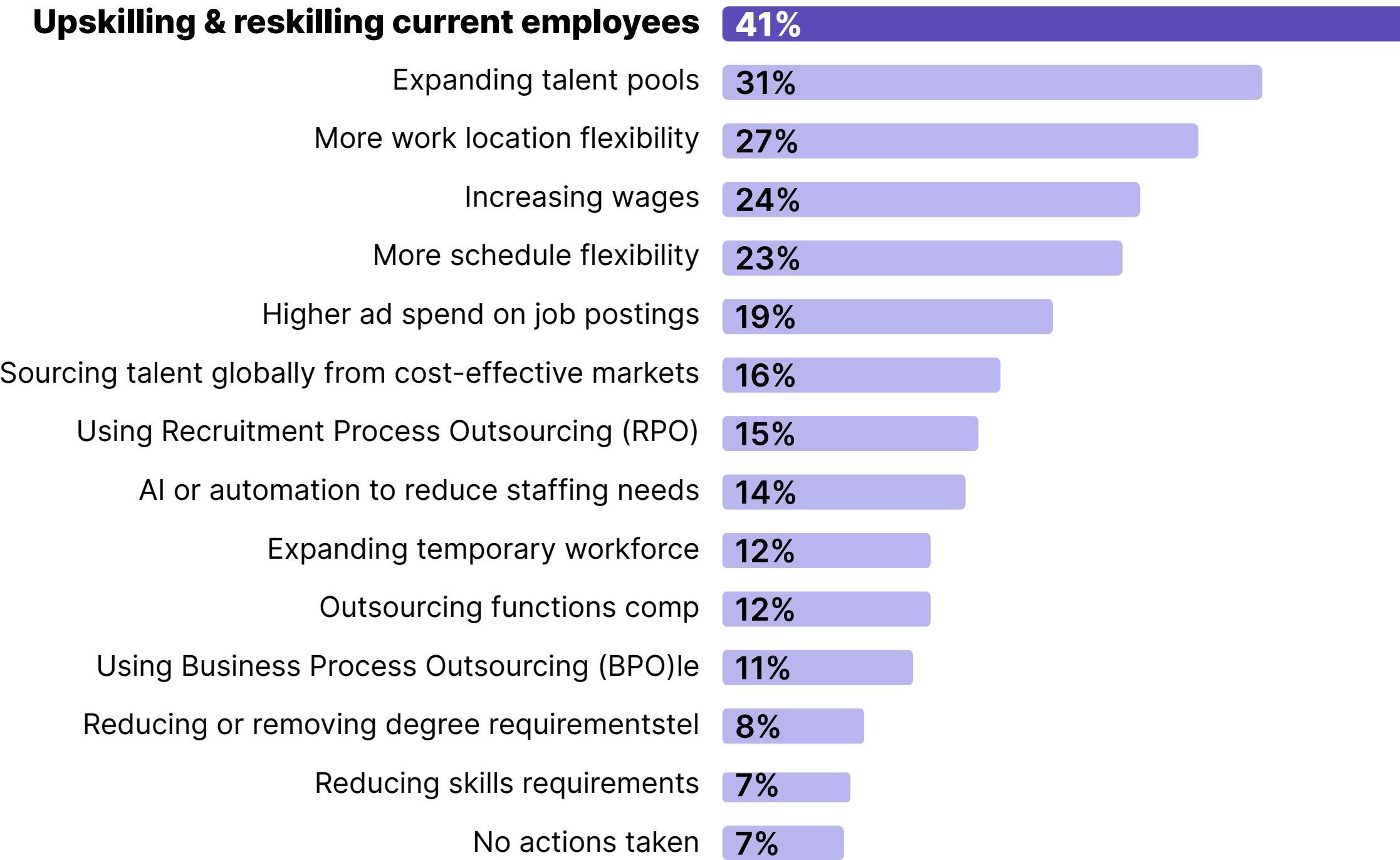


Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

¹ManpowerGroup 2026 Talent Shortage Survey

Actions UK employers are taking to overcome ongoing scarcity

Faced with structural scarcity, 93% of UK employers are deploying a mix of strategies.¹



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

¹ManpowerGroup 2026 Talent Shortage Survey

The methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,258 Tech and IT Services sector employers across 42 countries, including over 170 from the UK, included in ManpowerGroup's Employment Outlook Survey — 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 1-31 July 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 report 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.

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