Q3 2024

Experis Tech Talent Outlook
U.S. Findings

Experis ManpowerGroup

IT employers reported a Net Employment Outlook of 50% in the U.S.

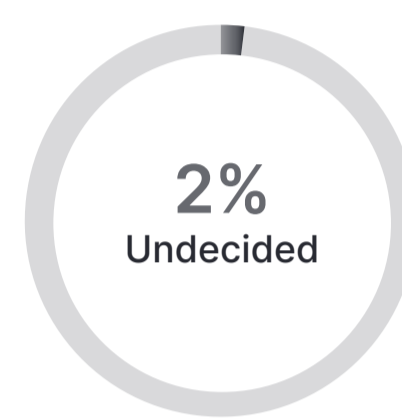66% of IT employers said they're facing difficulty finding the talent they need.[1]

The U.S. anticipated the second strongest industry Outlook among the 42 countries surveyed.
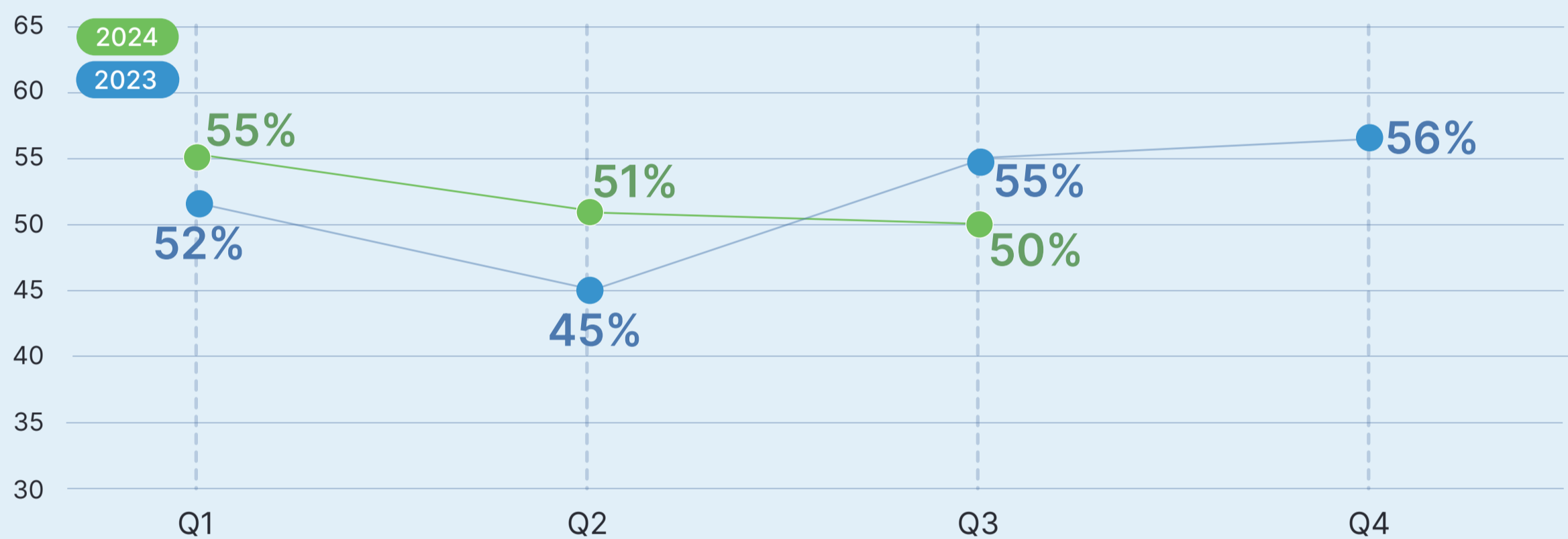

The IT Industry Employment Outlook

Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at 50% in the U.S.**
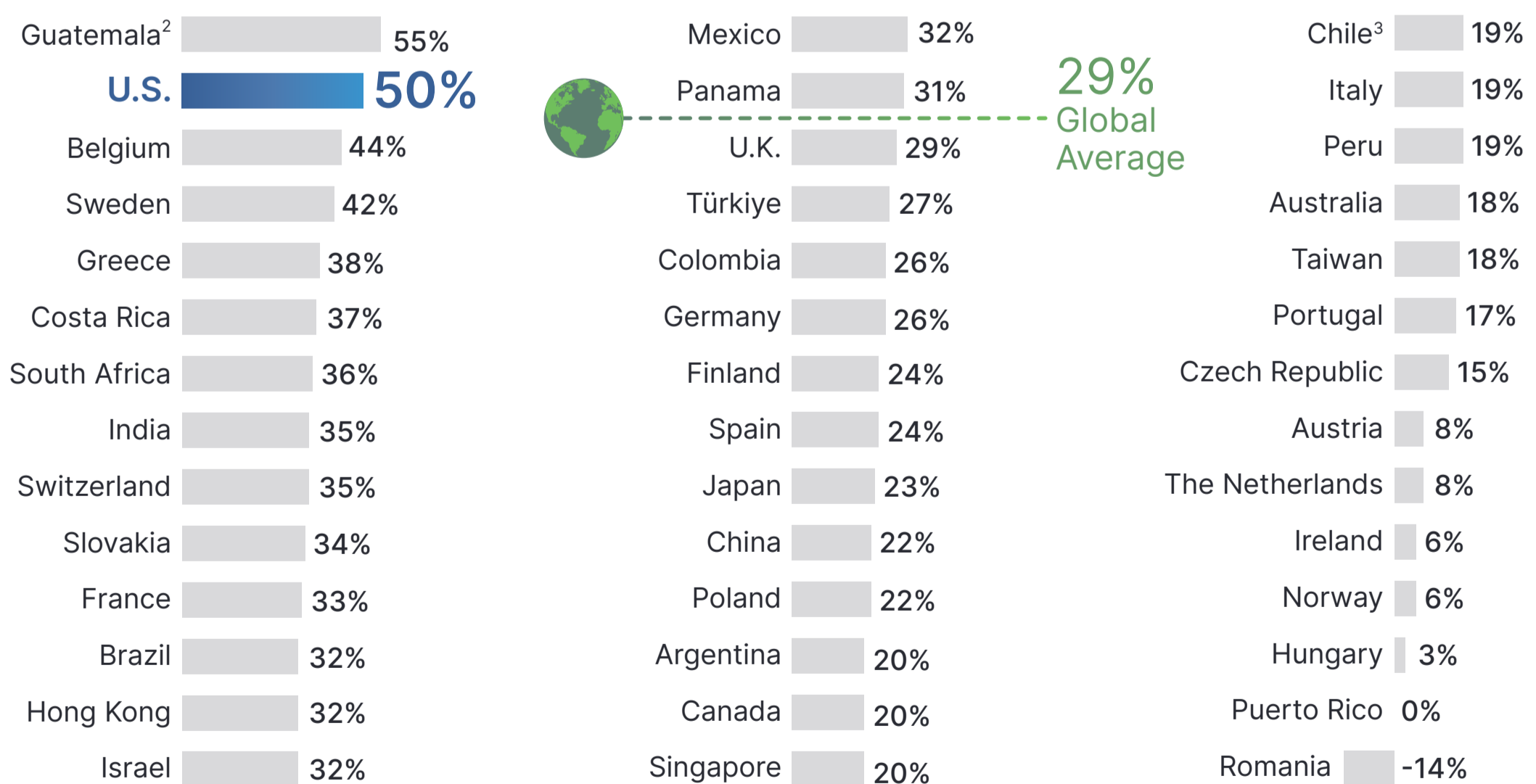
50%
Net Employment Outlook

64% Plan to Hire

14% Expect Staffing Decrease

20% Plan to Keep Workforce Steady

2% Undecided

Changes Over Time

Information Technology (IT) hiring demand has decreased by 1% since the previous quarter and 5% when compared to the same time last year.
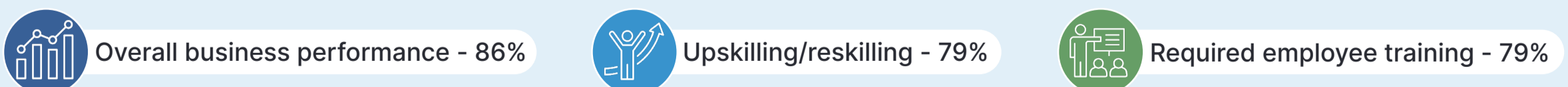

2024 | 2023

	Q1	Q2	Q3	Q4
2024 (green)	55%	51%	50%	
2023 (blue)	52%	45%	55%	56%

IT Hiring Expectations for July through September

Countries in the **Americas expect the strongest IT hiring** in Q3 2024.

Guatemala[2]	55%	Mexico	32%	Chile[3]	19%
U.S.	50%	Panama	31%	Italy	19%
Belgium	44%	U.K.	29%	Peru	19%
Sweden	42%	Türkiye	27%	Australia	18%
Greece	38%	Colombia	26%	Taiwan	18%
Costa Rica	37%	Germany	26%	Portugal	17%
South Africa	36%	Finland	24%	Czech Republic	15%
India	35%	Spain	24%	Austria	8%
Switzerland	35%	Japan	23%	The Netherlands	8%
Slovakia	34%	China	22%	Ireland	6%
France	33%	Poland	22%	Norway	6%
Brazil	32%	Argentina	20%	Hungary	3%
Hong Kong	32%	Canada	20%	Puerto Rico	0%
Israel	32%	Singapore	20%	Romania	-14%

29% Global Average

Top 3 AI affects predicted in the next 2 years by IT managers

Overall business performance - 86%

Upskilling/reskilling - 79%

Required employee training - 79%

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