Q1 2024

Experis Tech Talent Outlook

IT employers in Canada reported a Net Employment Outlook of 29% for the first quarter of 2024

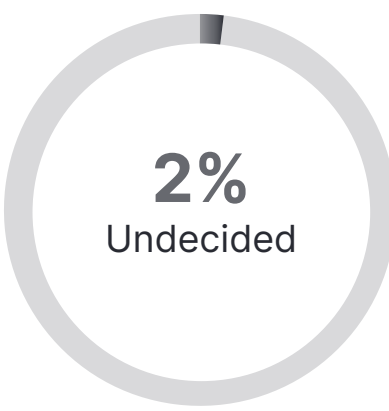78% of IT employers in Canada said they are facing difficulty finding the talent they need[1]

IT & Data skills are the most challenging to find, regardless of industry and geography[1]

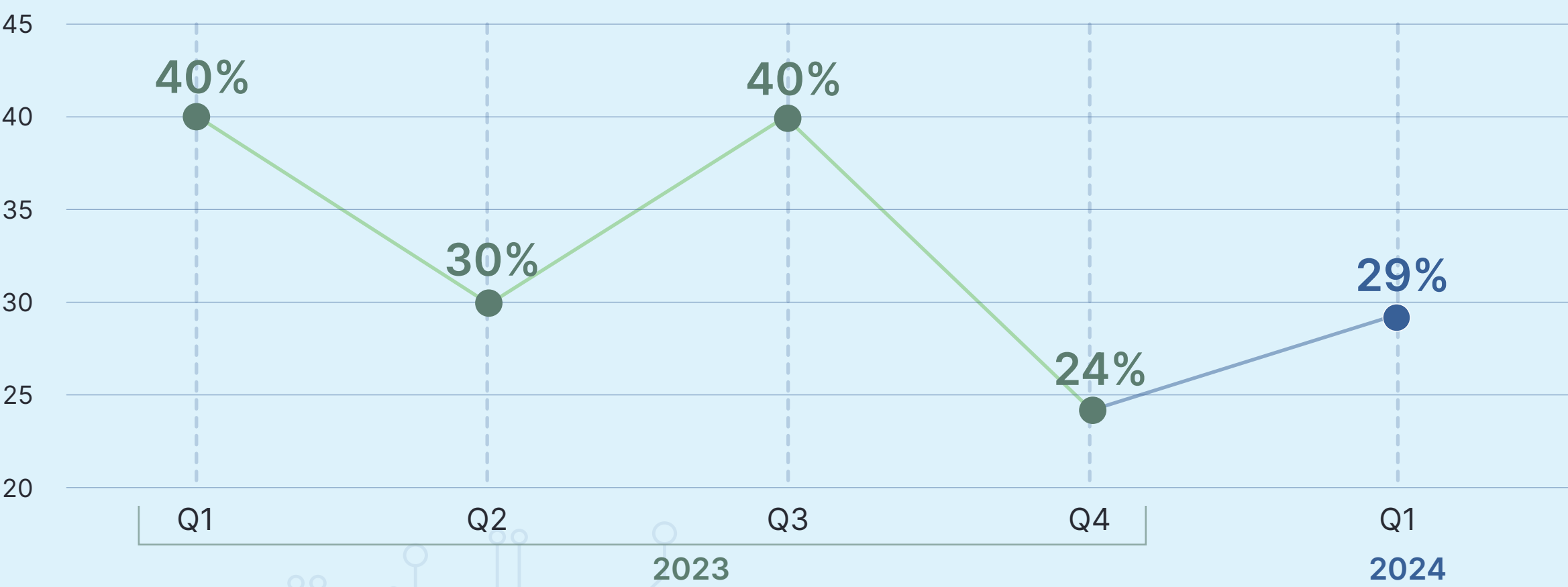## The IT Industry Employment Outlook

Used internationally as a bellwether of 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 29% in Canada**.

29%
IT Net Employment Outlook

46% Plan to Hire

17% Expect a Staffing Decrease

35% Plan to Keep Workforce Levels Steady

2% Undecided

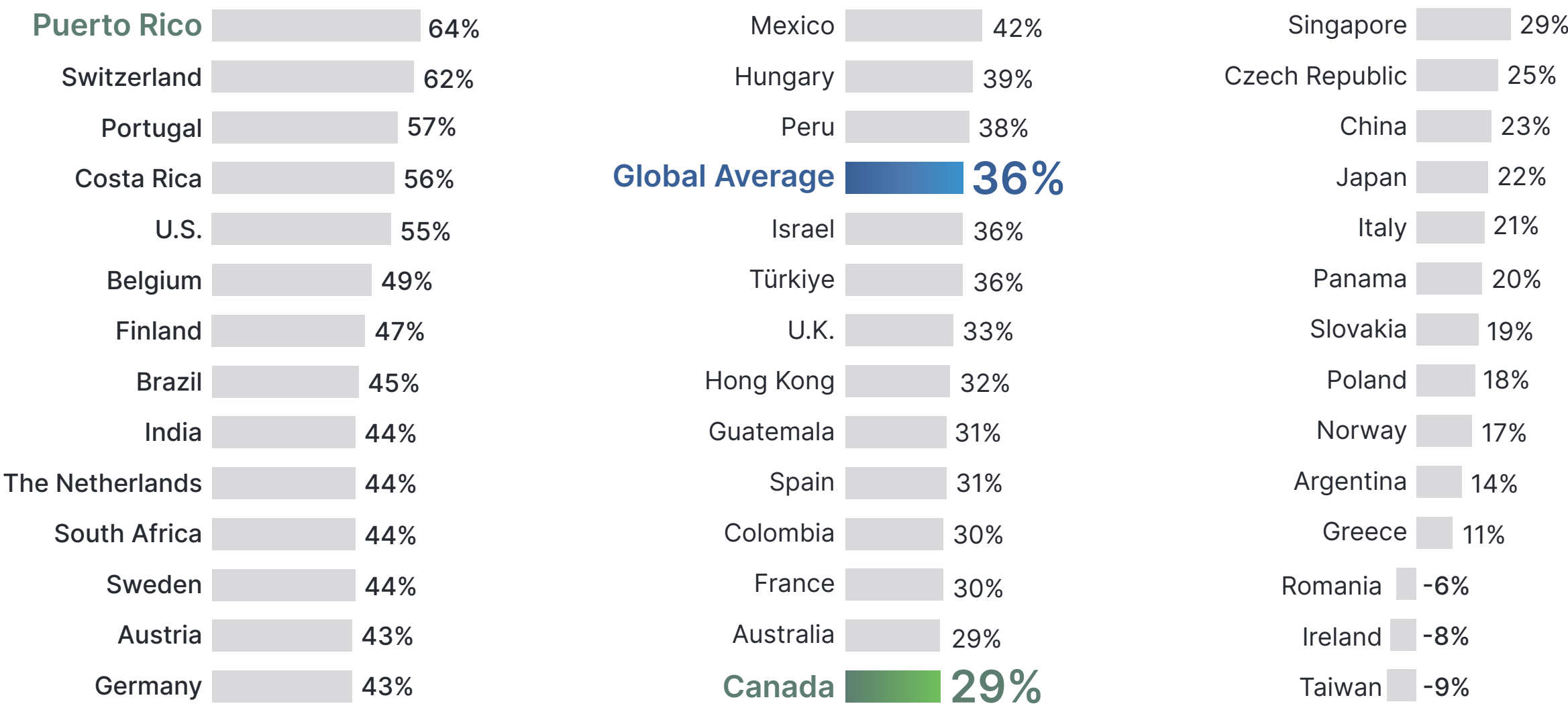## Changes Over Time

IT Hiring demand increased by +5% since the previous quarter but decreased (-11%) when compared to the same time last year.
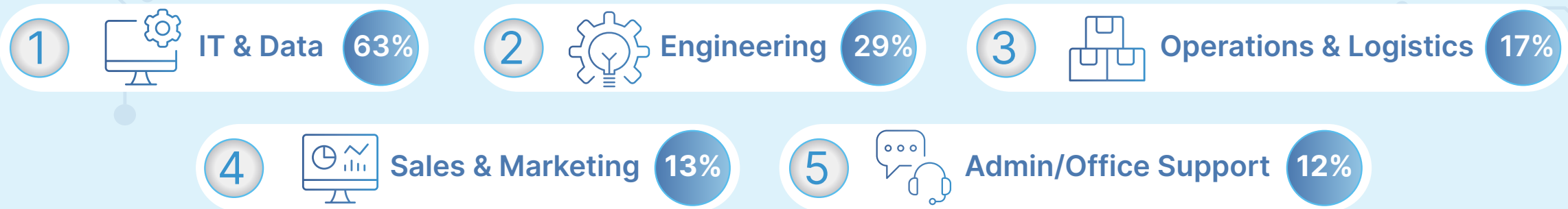

	Q1	Q2	Q3	Q4	Q1
	40%	30%	40%	24%	29%
		2023			2024

IT Hiring Expectations for January – March

Key countries in the **Americas and Europe expect the strongest IT hiring** in Q1 2024.

Country	%	Country	%	Country	%
Puerto Rico	64%	Mexico	42%	Singapore	29%
Switzerland	62%	Hungary	39%	Czech Republic	25%
Portugal	57%	Peru	38%	China	23%
Costa Rica	56%	Global Average	36%	Japan	22%
U.S.	55%	Israel	36%	Italy	21%
Belgium	49%	Türkiye	36%	Panama	20%
Finland	47%	U.K.	33%	Slovakia	19%
Brazil	45%	Hong Kong	32%	Poland	18%
India	44%	Guatemala	31%	Norway	17%
The Netherlands	44%	Spain	31%	Argentina	14%
South Africa	44%	Colombia	30%	Greece	11%
Sweden	44%	France	30%	Romania	-6%
Austria	43%	Australia	29%	Ireland	-8%
Germany	43%	Canada	29%	Taiwan	-9%

Top 5 Technical Skills Employers Report Most Difficulty Finding[1]

1. IT & Data **63%**
2. Engineering **29%**
3. Operations & Logistics **17%**
4. Sales & Marketing **13%**
5. Admin/Office Support **12%**

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