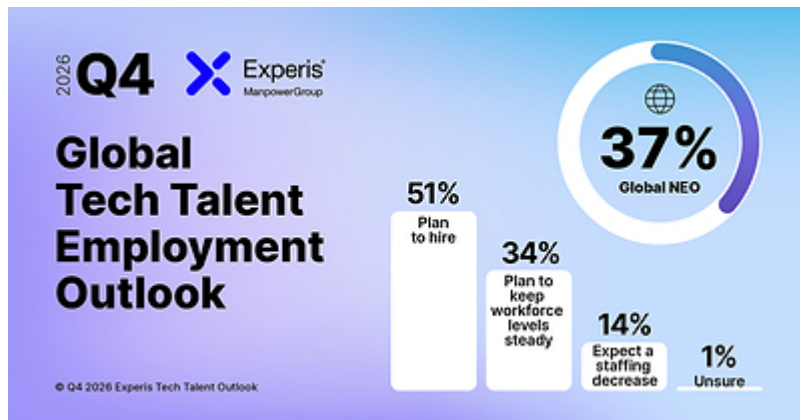


Global Tech Hiring Steadies as Skills Take Priority

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Latest Experis Tech Talent Outlook shows the global tech Net Employment Outlook at 37% for Q4, as employers prioritize AI capabilities alongside the human skills needed to put them to work

MILWAUKEE, Sept. 15, 2026 /PRNewswire/ -- Global tech hiring intentions are holding firm heading into the final quarter of 2026, even as employers become more focused on the skills needed to make technology transformation work. More than 4,000 Tech & IT Services employers across 42 countries report a global Net Employment Outlook (NEO) of 37% for Q4, according to the latest [Tech Talent Outlook](#) from Experis, part of the ManpowerGroup family of brands.



The Outlook is up two points from the previous quarter and unchanged from a year ago. More than half (51%) of employers plan to increase staffing levels, while 34% expect to maintain their current workforce and 14% anticipate reductions. The strongest hiring expectations are reported in Guatemala* (74%), Brazil (61%), Costa Rica (55%), and Puerto Rico (55%). The U.S. Outlook stands at 37%, in line with the global average.

"Global tech hiring is steady, but the skills employers value most are shifting. What stands out is that in a tech report, the most in-demand skills are human ones. Communication, professionalism, and adaptability all rank above the top technical skill," said James Hallahan, Experis Europe Brand Leader. "This is human ingenuity at work; the judgment, creativity, and problem-solving that turn AI capability into real value. AI remains central to technology investment, but it's these human skills that determine whether that investment pays off. The organizations that pull ahead won't just be the ones adopting AI fastest; they'll be the ones building the workforce who can apply it."

Key Global Findings

- **Hiring holds steady:** The global tech NEO stands at 37% for Q4, up two points quarter-over-quarter, with 51% of employers planning to increase staffing levels and just 14% anticipating a decrease.
- **Human skills remain the differentiator in tech:** Communication, Collaboration & Teamwork (41%) and Professionalism & Work Ethic (37%) rank as the most sought-after skills overall, each above the leading technical skill.
- **AI skills lead technical demand:** AI Modeling & App Development is the most sought-after technical skill globally (34%), followed by AI Literacy (30%), and Traditional IT & Data skills, excluding AI (29%).

Regional Highlights

While the overall global tech hiring Outlook held steady, the picture varied by region with several markets strengthening year-over-year and others showing more caution.

The Americas

- Guatemala leads the global tech hiring Outlook at 74%, followed by Brazil (61%), and Costa Rica and Puerto Rico each at 55%.
- Hiring expectations also strengthened sharply year-over-year, led by Guatemala (up 50 points), Panama* (up 46 points), and Colombia (up 39 points).
- The U.S. reports a 37% Outlook, in line with the global average, though hiring intentions are down 10 points year-over-year.

Asia Pacific:

- India reports the strongest hiring expectations in the region at 53%, followed by China (33%), Taiwan (33%), and Hong Kong (31%).

- India's Outlook increased 10 points year-over-year.

Europe and the Middle East:

- The U.A.E.* leads the region at 47%, followed by Sweden at 41%, and Israel and Portugal at 36% .
- Hiring expectations declined year-over-year in Romania and Slovakia, with Outlooks of -2% and -8%, respectively.

**Figures for Guatemala and Panama reflect smaller sample sizes this quarter and should be treated as indicative. The NEO for the U.A.E. is currently unadjusted and will be seasonally adjusted once sufficient data is available.*

Explore the complete Q4 2026 global and country-level findings at: [Experis Tech Talent Outlook](#)

The next Experis Tech Talent Outlook, covering Q1 2027 hiring expectations, will be released in December 2026.

ABOUT THE EXPERIS TECH TALENT OUTLOOK

The research is based on responses from 4,258 Tech and IT Services sector employers across 42 countries included in ManpowerGroup's Employment Outlook Survey — the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. The data for the fourth quarter was collected between July 1-31, 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's 2026 Talent Shortage Survey interviewed 39,063 employers across 41 countries to understand global hiring challenges and skills gaps. The fieldwork was completed in all markets between October 1 – 31, 2025.

ABOUT EXPERIS

[Experis](#)®, a global leader in technology talent and services, provides the experience and expertise to shorten the distance between innovation and business impact in a digital world. Experis is guided by the principle of Human Ingenuity: the belief that technology delivers its greatest value when paired with the right people, skills, and execution. For clients, Experis offers the right mix of talent, governance, and implementation expertise to turn AI investments into measurable results, building solutions that fit their business and enable their teams to succeed in an AI-powered future. For individuals, Experis has the insight, size, and scale to help tech professionals expand their skills, increase their value, and find the right opportunities. By matching talent to technology in transformative ways, Experis creates brighter futures for everyone. Experis is part of the [ManpowerGroup](#)® (NYSE: MAN) family of brands, which also includes [Manpower](#) and [Talent Solutions](#).

For more information, visit www.experis.com, or follow us on [LinkedIn](#).

ABOUT MANPOWERGROUP

[ManpowerGroup](#)® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing, and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – [Manpower](#), [Experis](#), and [Talent Solutions](#) – creates substantially more value for candidates and clients across more than 70 countries and territories and has done so for more than 75 years. We are recognized consistently as a best place to work for Women, Inclusion, Equality, and Disability, and in 2026 ManpowerGroup was named one of the World's Most Ethical Companies for the 17th time; all confirming our position as the brand of choice for in-demand talent.

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FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements, including statements regarding labor 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 U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2025, whose 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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