

U.S. Tech Hiring Moderates as Employers Prioritize Human Skills

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Latest Experis Tech Talent Outlook shows the U.S. tech Net Employment Outlook falling to 37% for Q4, even as a majority plan to add staff, driven by business growth, amid strong demand for AI literacy and human skills.

MILWAUKEE, Sept. 22, 2026 /PRNewswire/ --Tech hiring in the United States cooled but didn't stall heading into the final quarter of 2026. The U.S. Net Employment Outlook (NEO) stands at 37% for Q4, according to the latest [Tech Talent Outlook](#) from [Experis](#), part of the [ManpowerGroup](#) family of brands.



The Outlook is down 10 points from both the previous quarter and the same period last year, following a notably strong period for U.S. tech hiring. Despite the moderation, more than half (53%) of U.S. tech employers plan to increase staffing levels in Q4, while 30% expect to maintain current workforce levels and 16% anticipate reductions. Among those adding staff, business growth is the most commonly cited reason. The U.S. Outlook is in line with the global tech average of 37%.

"U.S. tech hiring is moderating, but this is a market getting more deliberate, not pulling back. What stands out is that the skills employers value most are often human ones. Professionalism, critical thinking, and adaptability all rank above AI literacy," said Kye Mitchell, President, Experis U.S. "As AI adoption accelerates, those capabilities become increasingly important to putting technology to work. Employers aren't relying on one answer to the talent challenge either. They're building talent from within, expanding talent pools, and using multiple strategies to meet their needs."

Key U.S. Findings

- **Hiring cooled but didn't stall:** The U.S. tech NEO fell 10 points quarter-over-quarter and year-over-year to 37%. Despite the decline, 53% of employers plan to increase staffing levels in Q4, while just 16% anticipate reductions.
- **In a tech report, human skills lead:** Professionalism & Work Ethic (44%), Critical Thinking & Problem-Solving (39%), Adaptability & Willingness to Learn (37%) and Communication, Collaboration & Teamwork (35%) rank among the most sought-after skills.
- **AI literacy leads technical skills:** AI Literacy is the most sought-after technical skill at 34%, followed closely by AI Modeling & App Development at 33% and Traditional IT & Data skills, excluding AI, at 29%. The findings point to continued demand for technical capabilities alongside the human skills needed to apply them effectively.

Explore the complete Q4 2026 U.S. 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](#).

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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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