

IT Employers in the UK Plan Robust Hiring Throughout Q4



IT employers anticipate a Net Employment Outlook of +34%



80% of IT organisations in the UK report difficulty filling open roles¹



Top IT staffing priorities remain Cybersecurity, Technical Support, and Customer Experience²

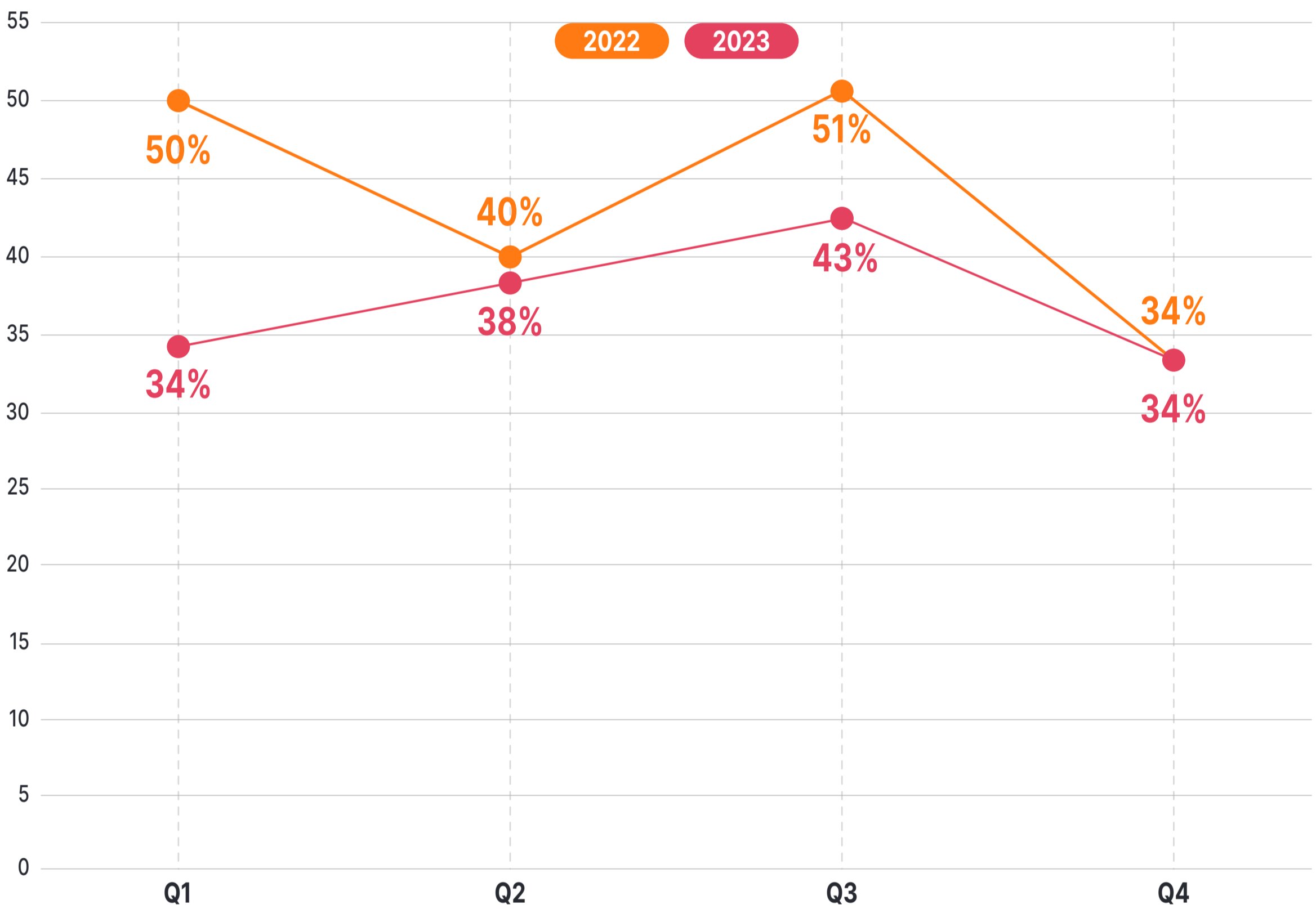
The UK IT Industry Employment Outlook

Used internationally as a bellwether of economic and 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%



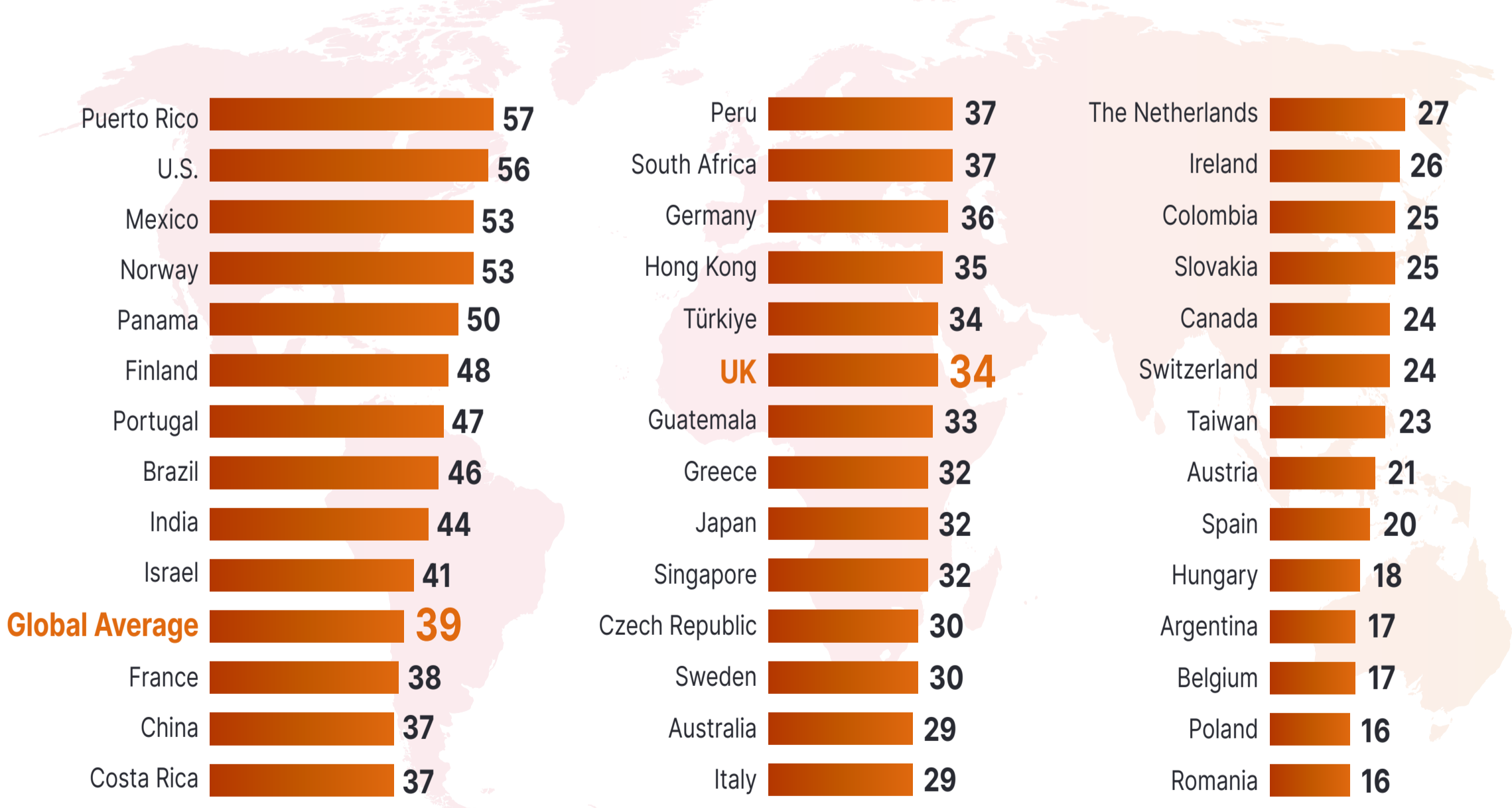
Changes Over Time

IT hiring demand has declined 9 percentage-points since Q3 2023 and level with Q4 2022



Hiring Expectations for October – December

Countries in the Americas and Northern Europe expect the strongest IT hiring in Q4 2023



The IT Industry's Priority Staffing Needs

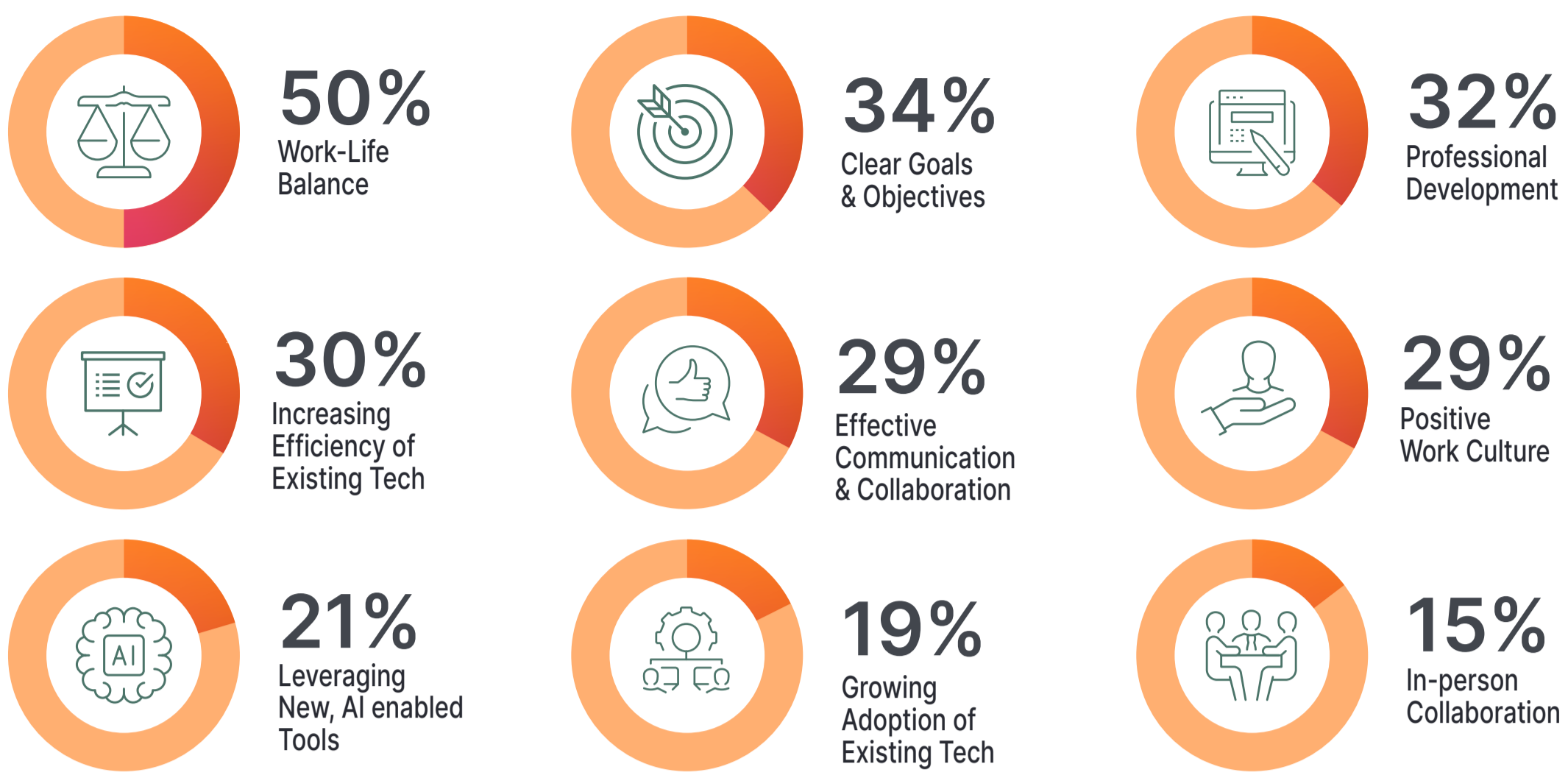
Top 5 Staffing Priorities:

- 1 | Cybersecurity, 34%
- 2 | Technical Support, 32%
- 3 | Customer or User Experience, 31%
- 4 | Database Management, 27%
- 5 | Customer Relationship Management Systems, 25%

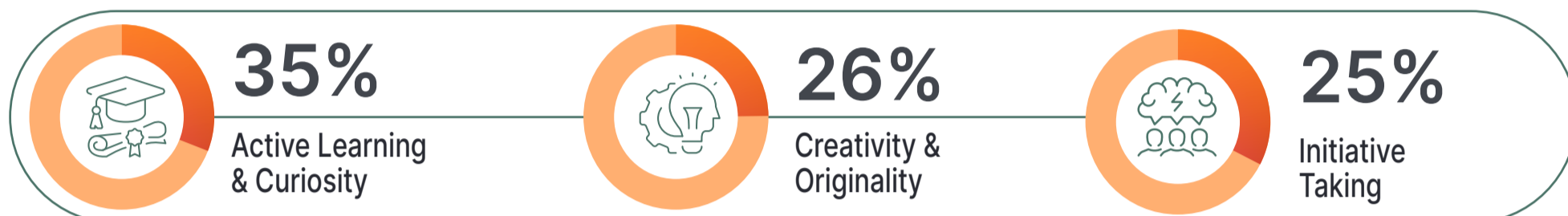
Top 5 Approaches to Address Tech Challenges:

- 1 | Train & Upskill Current Workforce, 50%
- 2 | Hire New Workers with the Required Skills, 46%
- 3 | Invest more in Automation, 39%
- 4 | Reskill Workers and Move into IT Roles, 39%
- 5 | Hire Short-term Staff (freelancers, contract workers, etc.) to Fill Any Skills Gaps, 38%

IT Employers Identify Top Productivity Drivers



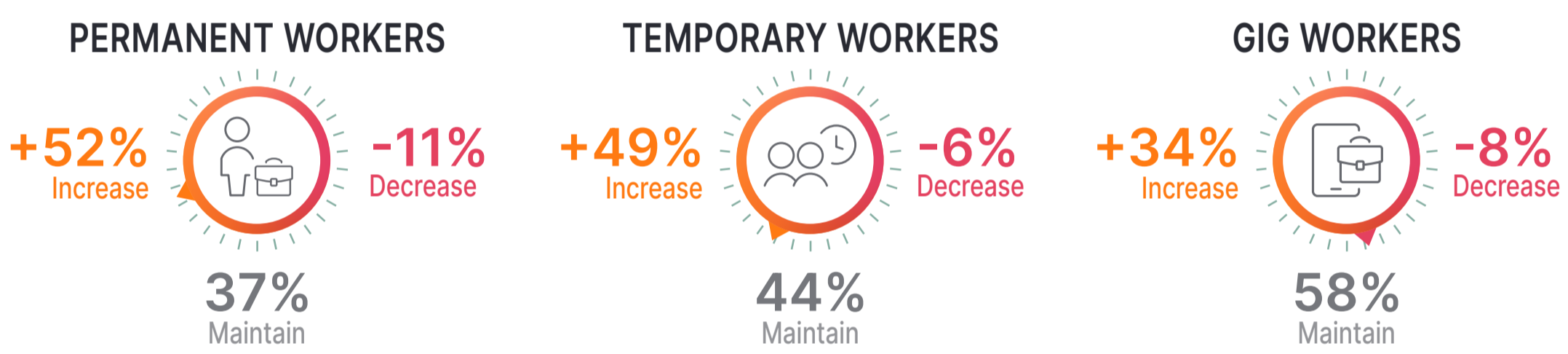
IT Employers Identify Top Soft Skills They're Looking For In Gen Z



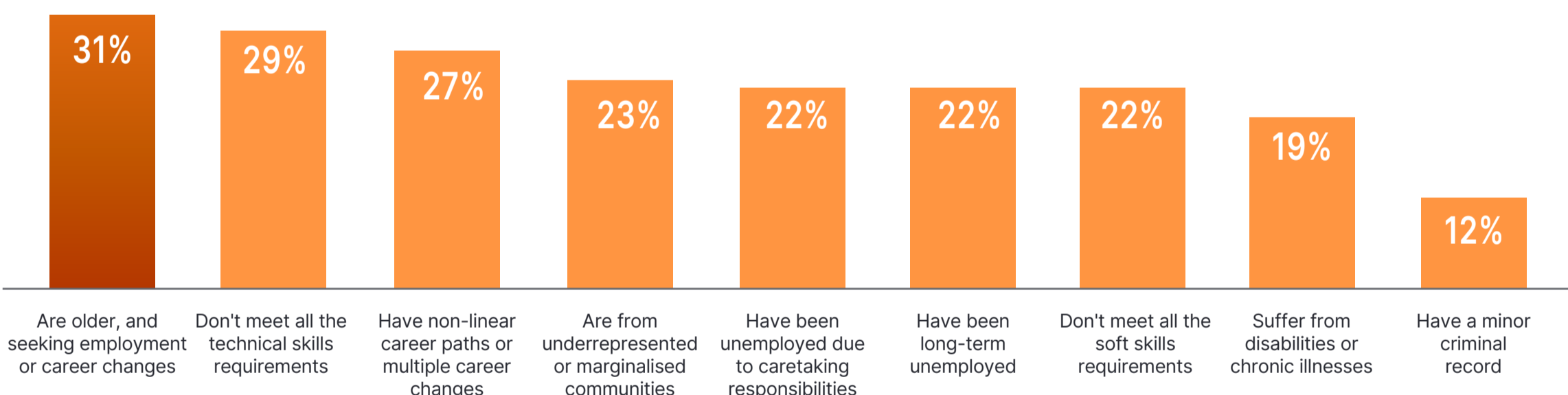
...And Baby Boomers



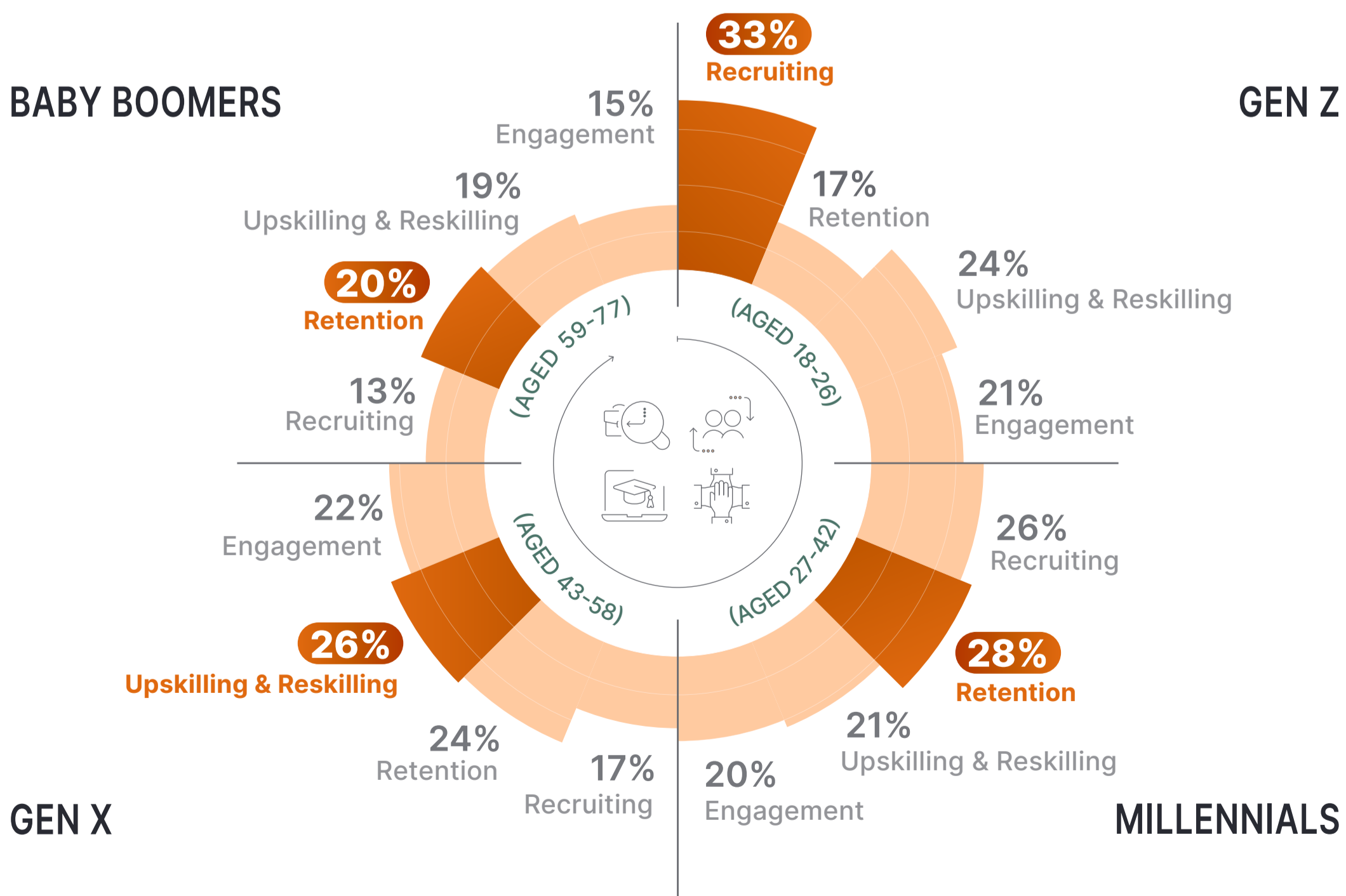
How IT Employers Plan to Hire By Employment Type Across the UK



Non-Traditional Candidates IT Employers Are Looking To In Order To Solve Their Talent Gaps



IT Employers' Top Workforce Priority By Age Demographic



For more insights, visit [experis.co.uk](https://www.experis.co.uk)

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This research is based on results from the ManpowerGroup Employment Outlook Survey - the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator.