

2026
Q2

Experis
Tech Talent
Outlook

UK FINDINGS

Executive Summary

More than 200 UK Tech & IT Services employers were asked about their second quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.

UK Tech & IT employers reported a **Net Employment Outlook** of

44%

as they consider their hiring plans for April – June.

Calculated by subtracting employers planning reductions from those planning to hire^{*}.

Expectations have **improved** since the previous quarter

+22 points

but weakened year-over-year

-5

Competition for top tech talent continues but eases slightly as

73%

of UK Tech & IT employers said they were **struggling to find the skilled talent they need**, down from 75% in 2025².

Strongest outlooks by country

India

69%

UAE¹

69%

Brazil

63%

To overcome ongoing talent scarcity, employers have primarily

upskilled & reskilled their employees

followed by

expanding their **talent pools**

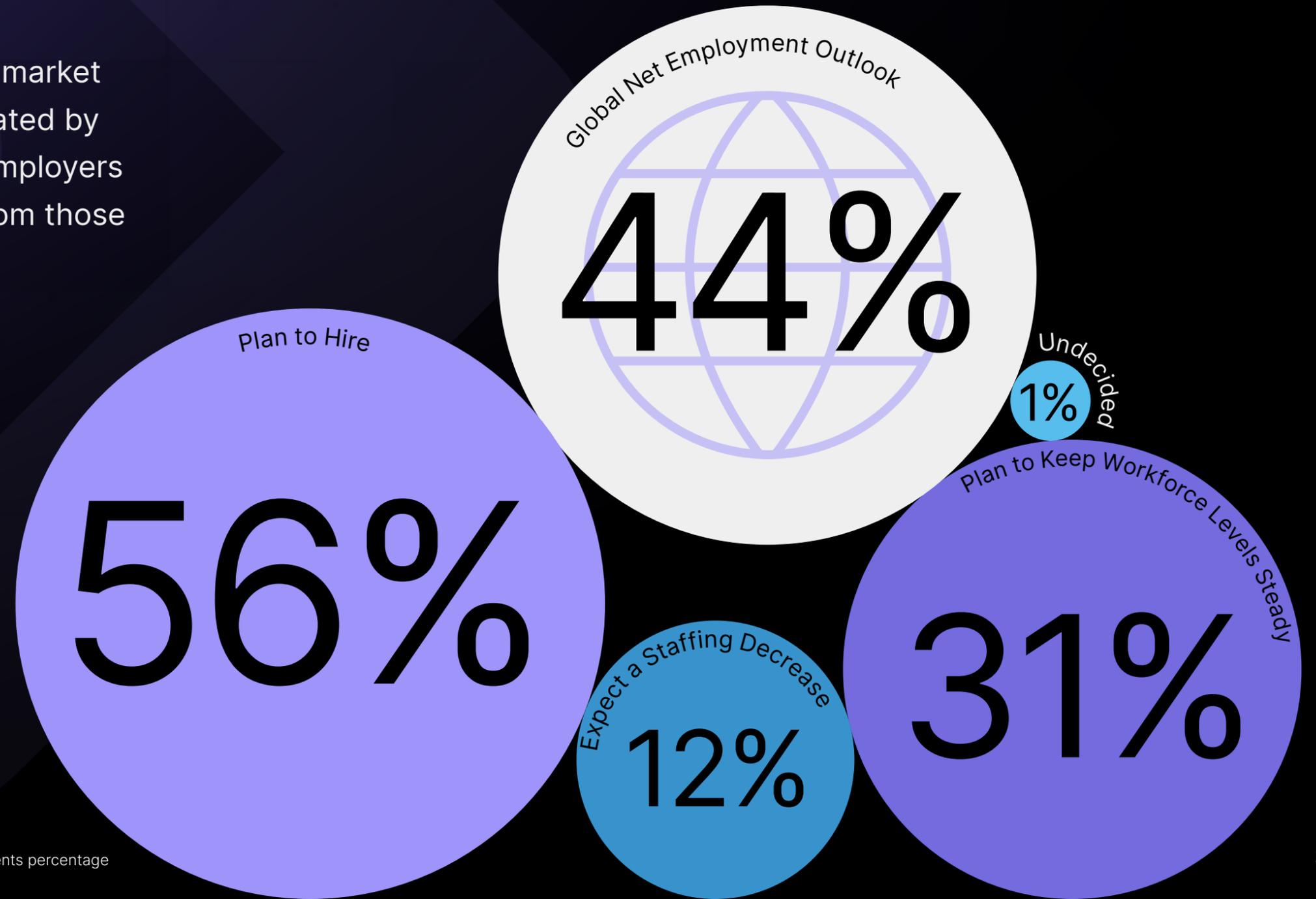
and

offering more **location flexibility**²

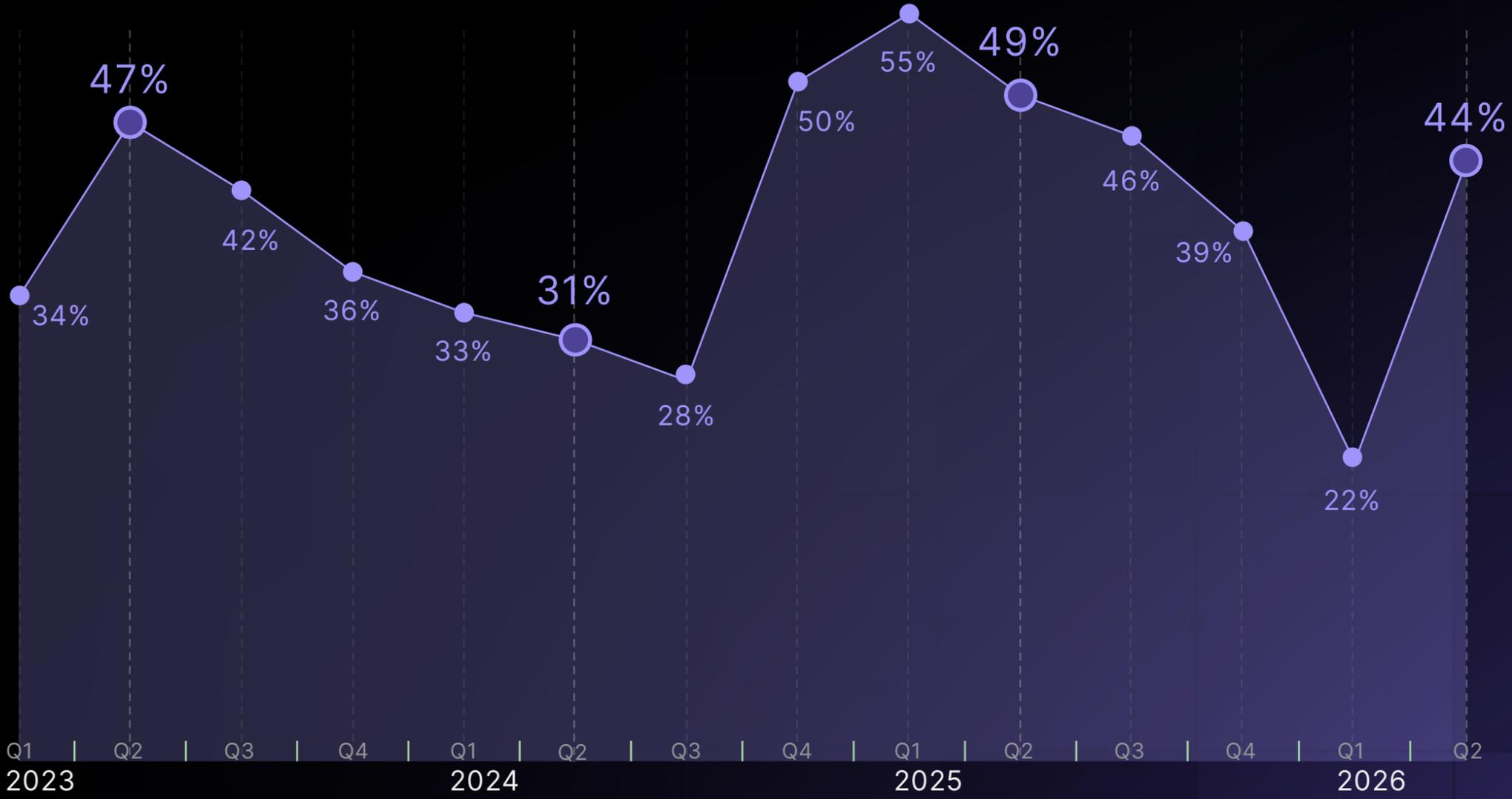
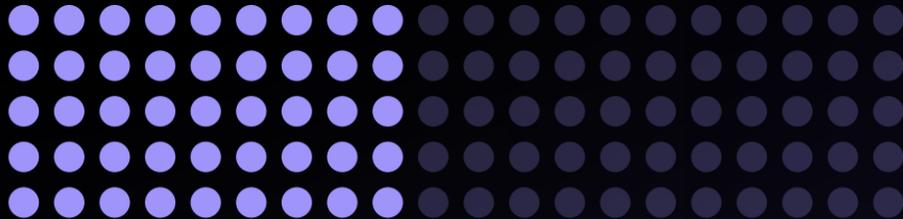
The Q2 2026 UK Tech Talent Outlook

Used internationally as a bellwether of labour market trends, the Net Employment Outlook – calculated by subtracting the percentage of UK Tech & IT employers who anticipate reductions to staffing levels from those who plan to hire – **now stands at 44%**.

The unadjusted NEO is then seasonally adjusted to remove predictable hiring fluctuations and ensure consistent comparisons across regions and time periods. The seasonally adjusted figures are used throughout the remainder of these materials unless otherwise noted.



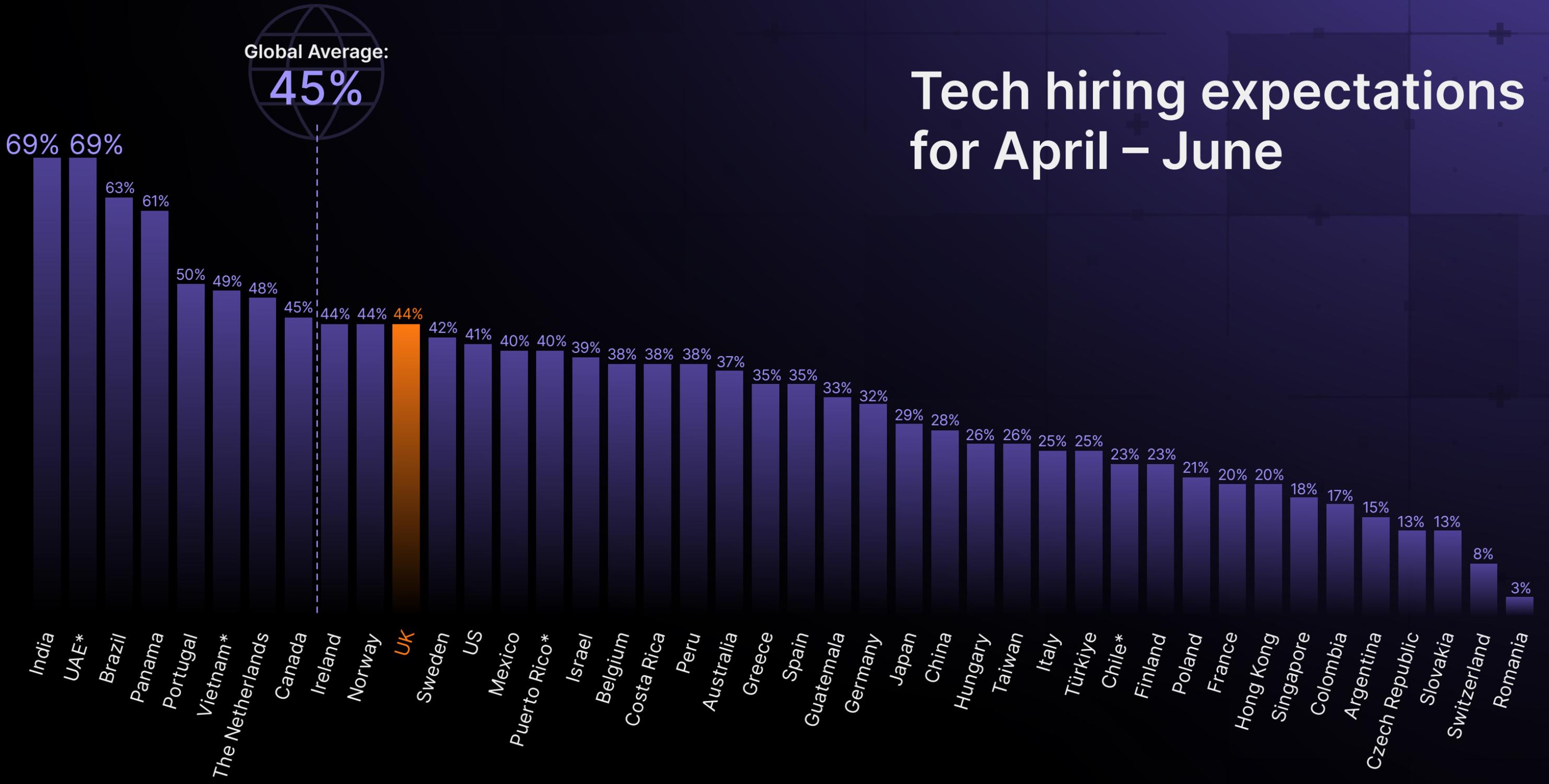
Employers across UK Tech & IT Services reported an NEO of **44%** for Q2 2026



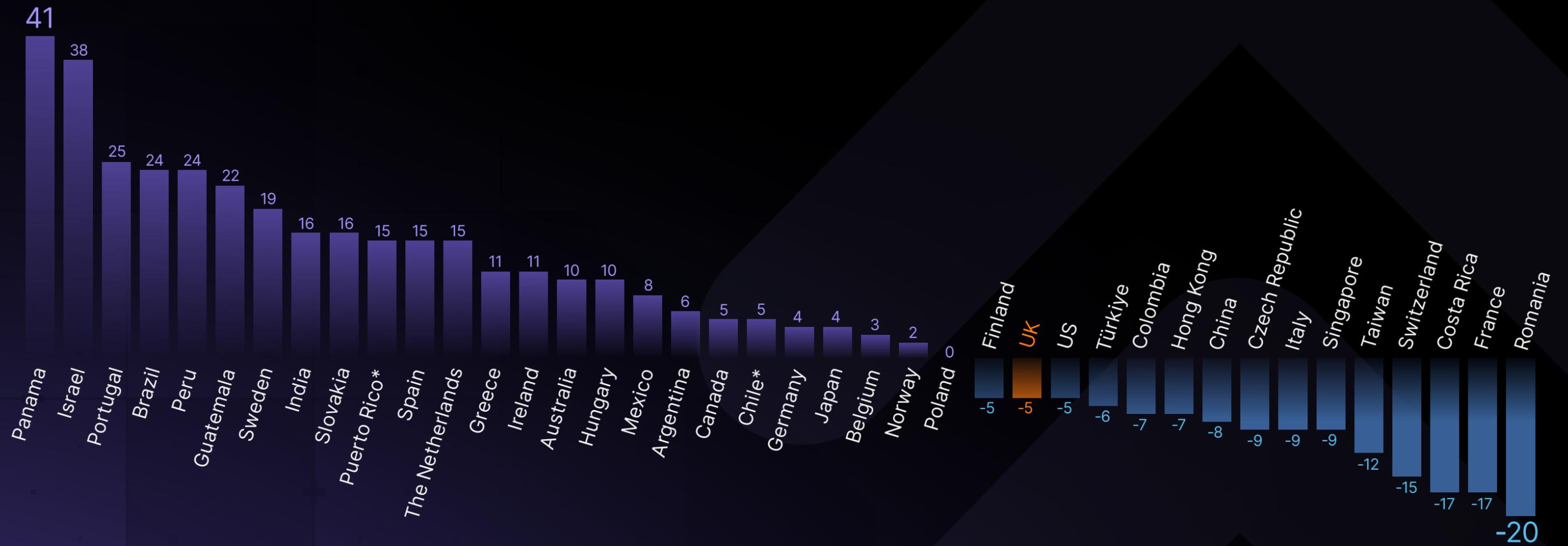
Changes over time

The NEO improved since the previous quarter (+22 points) but decreased year-over-year (-5).

Tech hiring expectations for April – June



* The NEOs for Chile, Puerto Rico, the UAE and Vietnam are currently unadjusted and will be seasonally adjusted after sixteen quarters of data.

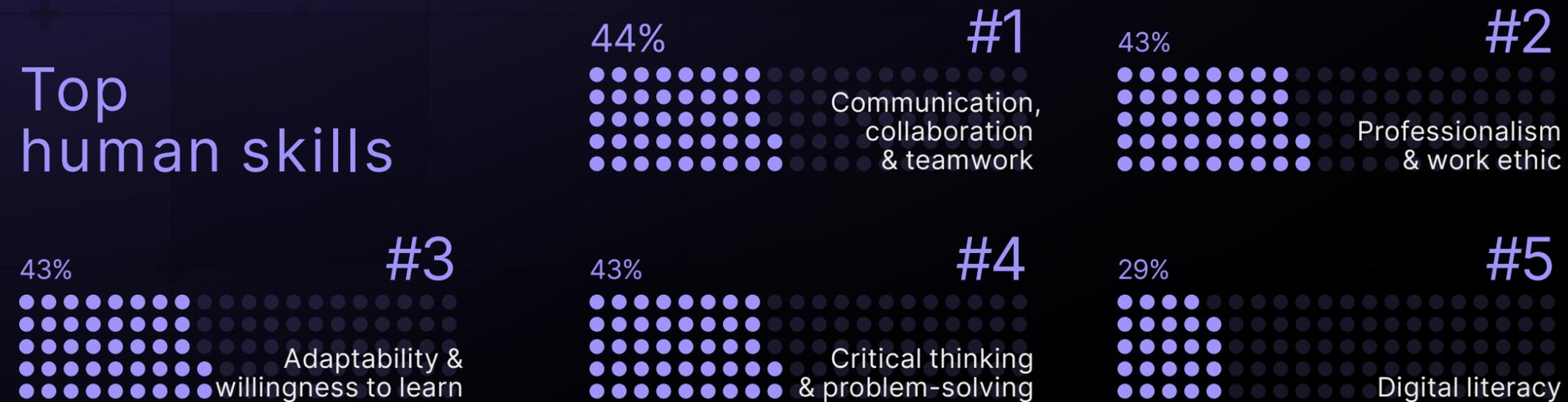


Year-over-year changes by country

UK talent scarcity

In a tech-focused world, people are in-demand as **73% of UK Tech & IT Services employers** reported struggling to find the skilled talent they need.

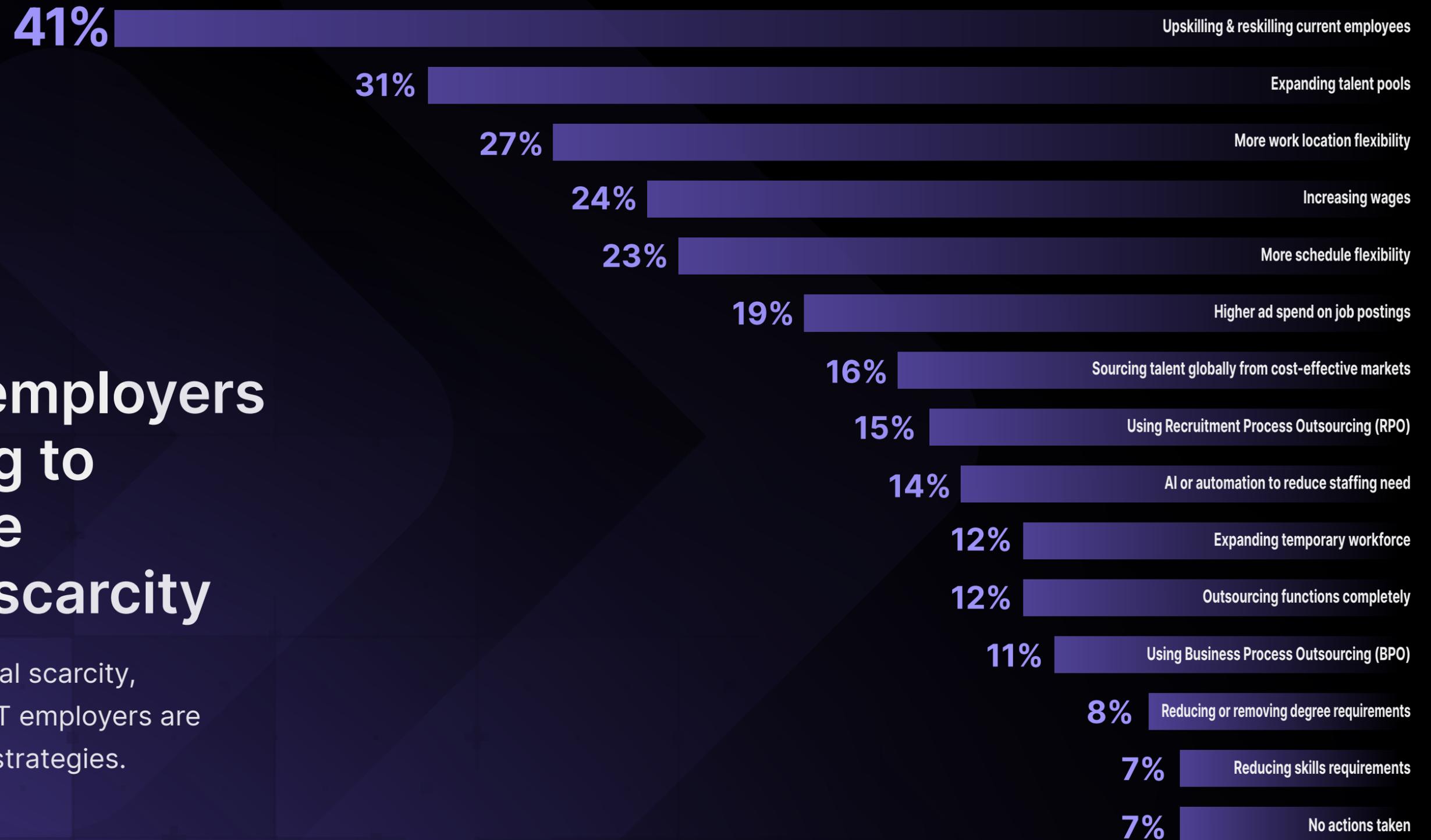
Top human skills



Top technical skills

Actions employers are taking to overcome ongoing scarcity

Faced with structural scarcity, 93% of UK Tech & IT employers are deploying a mix of strategies.



The methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,655 Tech and IT Services sector employers across 42 countries, including more than 200 from the UK, 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 fieldwork was conducted in all markets from 1 January - 3 February 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 interviewed 39,063 employers in 41 countries (including 2,261 in the UK): Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, The Netherlands, Norway, Panama, Peru, Poland, Portugal, Puerto Rico, Romania, Singapore, Slovakia, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (UAE), United Kingdom (UK) and the United States (US). The fieldwork was completed between 1 - 31 October 2025, in all markets.

Forward-looking statements

This site contains forward-looking statements, including statements regarding labour 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 SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended 31 December 2025, which 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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