Q4 2024

Experis Tech Talent Outlook
UK findings

Experis ManpowerGroup

IT employers report a UK Net Employment Outlook of +48% for the fourth quarter of 2024

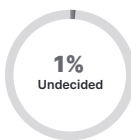77% of IT employers said they're facing difficulty finding the talent they need[1]

Companies in the IT sector show the strongest hiring intention of any industry
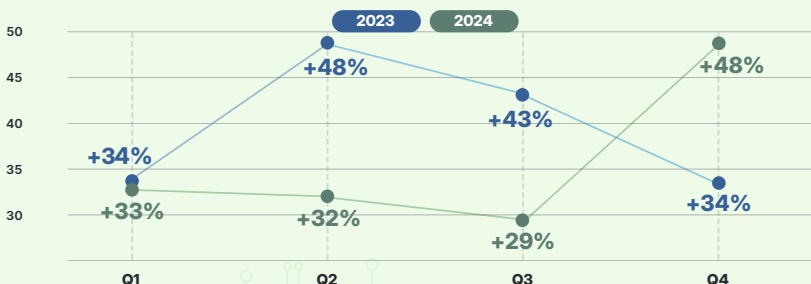

The UK IT Industry Employment Outlook

Used internationally as a bellwether of labour market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — **now stands at +48%**.
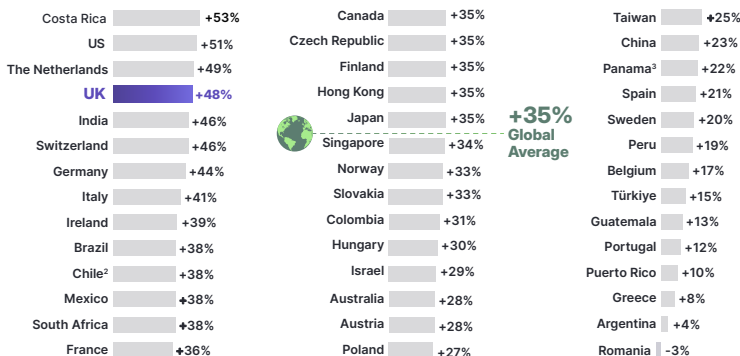
+48%
Net Employment Outlook

58% Plan to hire

10% Expect staffing decrease

31% Plan to keep workforce steady

1% Undecided

Changes over time

Information Technology (IT) hiring demand strengthened by +19% since the previous quarter and by +14% when compared to the same time last year.

2023 **2024**

	Q1	Q2	Q3	Q4
2023	+34%	+48%	+43%	+34%
2024	+33%	+32%	+29%	+48%

IT hiring expectations for October through December

Key countries in **Central and North America expect the strongest IT Outlook** in Q4 2024.

Costa Rica	+53%	Canada	+35%	Taiwan	+25%
US	+51%	Czech Republic	+35%	China	+23%
The Netherlands	+49%	Finland	+35%	Panama[3]	+22%
UK	**+48%**	Hong Kong	+35%	Spain	+21%
India	+46%	Japan	+35%	Sweden	+20%
Switzerland	+46%	Singapore	+34%	Peru	+19%
Germany	+44%	Norway	+33%	Belgium	+17%
Italy	+41%	Slovakia	+33%	Türkiye	+15%
Ireland	+39%	Colombia	+31%	Guatemala	+13%
Brazil	+38%	Hungary	+30%	Portugal	+12%
Chile[2]	+38%	Israel	+29%	Puerto Rico	+10%
Mexico	+38%	Australia	+28%	Greece	+8%
South Africa	+38%	Austria	+28%	Argentina	+4%
France	+36%	Poland	+27%	Romania	-3%

+35% Global Average

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