Q3 2024

Experis Tech Talent Outlook
UK findings

Experis — ManpowerGroup

IT employers reported a Net Employment Outlook of +29% for the third quarter of 2024.

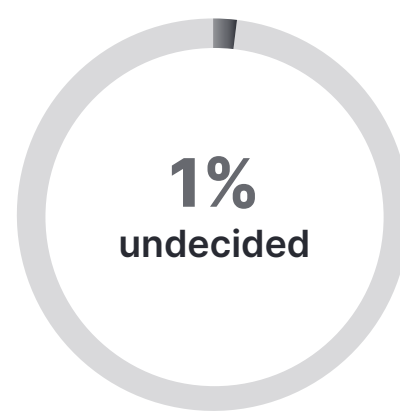77% of IT organisations in the UK report difficulty finding the talent they need.

36% of IT organisations report they are fully leveraging AI tools including ChatGPT, machine-learning and virtual reality (VR).

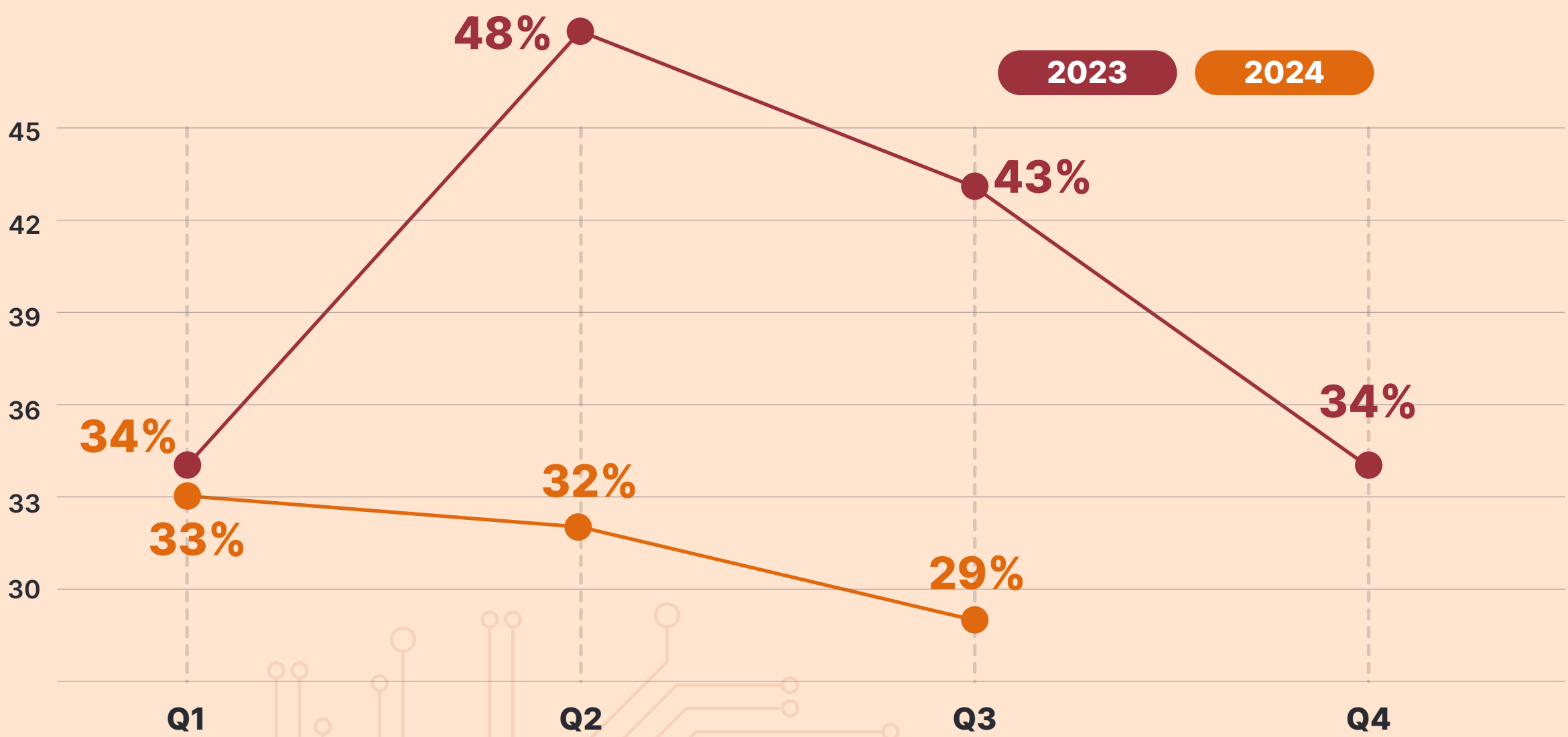## The UK IT industry Employment Outlook

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 +29%.**

+29%
UK Net Employment Outlook

51% plan to hire

22% expect staffing decrease

26% plan to keep workforce steady

1% undecided

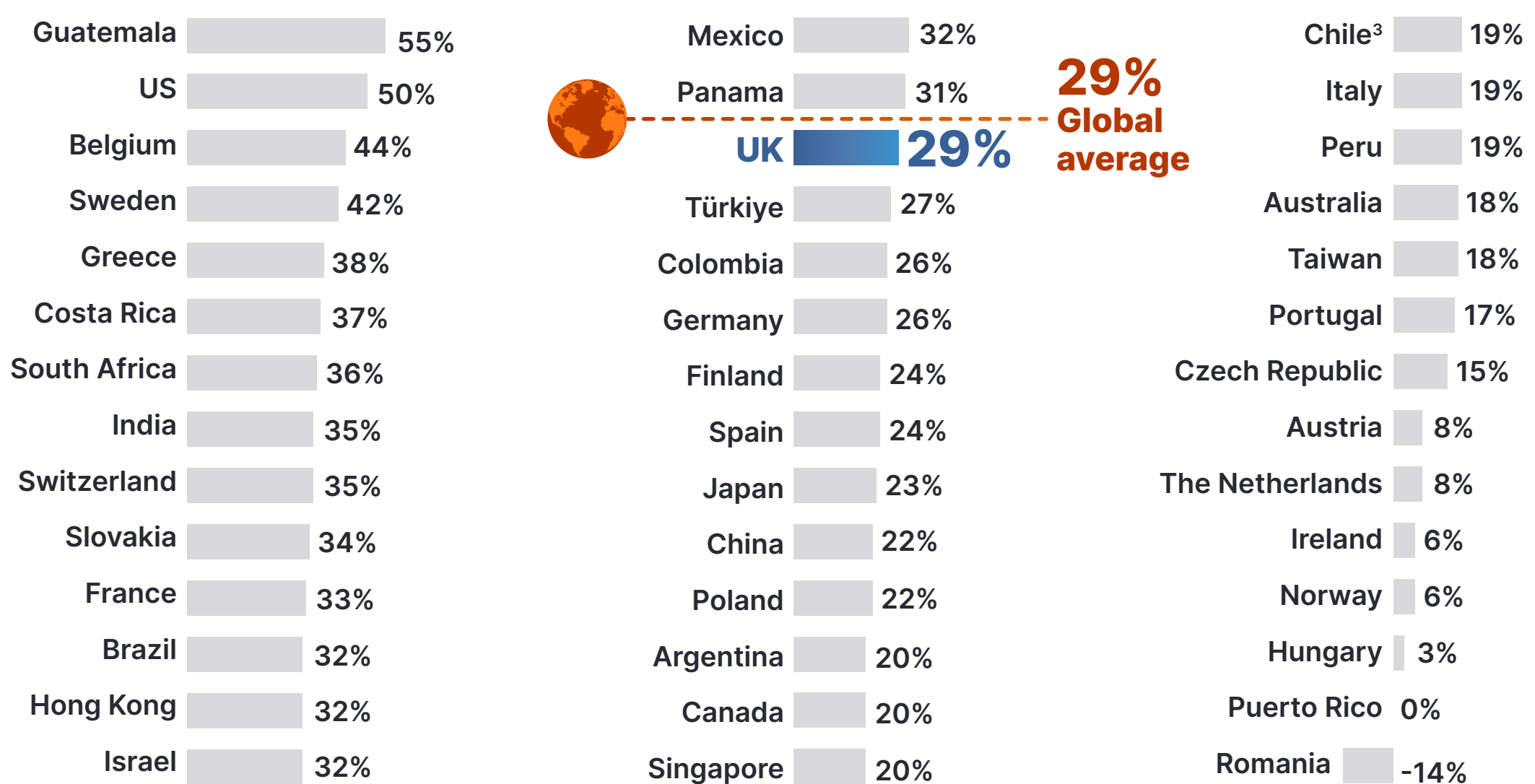## Changes over time

IT hiring demand cooled slightly by -3% since the previous quarter and by -14% when compared to the same time last year.

Legend: 2023 | 2024

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

Hiring expectations for July – September

Key markets in the **Americas expect the strongest IT hiring** in Q3 2024.

Country	%	Country	%	Country	%
Guatemala	55%	Mexico	32%	Chile[3]	19%
US	50%	Panama	31%	Italy	19%
Belgium	44%	UK	29%	Peru	19%
Sweden	42%	Türkiye	27%	Australia	18%
Greece	38%	Colombia	26%	Taiwan	18%
Costa Rica	37%	Germany	26%	Portugal	17%
South Africa	36%	Finland	24%	Czech Republic	15%
India	35%	Spain	24%	Austria	8%
Switzerland	35%	Japan	23%	The Netherlands	8%
Slovakia	34%	China	22%	Ireland	6%
France	33%	Poland	22%	Norway	6%
Brazil	32%	Argentina	20%	Hungary	3%
Hong Kong	32%	Canada	20%	Puerto Rico	0%
Israel	32%	Singapore	20%	Romania	-14%

29% Global average

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