

## AI Drives Digital Skills Demand as U.S. Tech Hiring Outlook Shows Resilience

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*Experis survey: U.S. tech sector remains one of the strongest globally, with one in four employers hiring for digital skills in Q4*

MILWAUKEE, Sept. 30, 2025 /PRNewswire/ -- U.S. tech hiring is cooling compared to last year but remains one of the labor market's bright spots. According to Experis' latest [Tech Talent Outlook](#), tech employers in the U.S. report a Net Employment Outlook (NEO) of 46% for the fourth quarter of 2025 — down two points from Q3 and four points year-over-year, yet still ten points above the global average (36%) and among the top hiring outlooks worldwide.



More than half (58%) of U.S. tech employers expect to increase headcount this quarter, while just 11% anticipate reductions. Nearly one in four employers (24%) say they are hiring specifically to keep pace with digital advancements such as artificial intelligence, underscoring how demand for digital skills is reshaping the labor market even amid broader economic uncertainty.

"When we look at the labor market, there is a more complex picture than some of the headlines suggest. There are pockets of caution, but tech continues to stand out," said Kye Mitchell, President of Experis U.S. "The story isn't that jobs are vanishing, it's that the bar for skills is rising. AI is part of that story, but not as a replacement for people. The real challenge is the skills mismatch, and companies know they need to invest in the right talent to stay competitive."

### Top Challenges for U.S. Tech Employers

- Attracting qualified talent (41%)
- Improving candidate experience (37%)
- Filling complex tech roles (36%)

Globally, Belgium (52%), India (48%), and Canada (47%) lead tech hiring expectations, with the U.S. close behind at 46%. The worldwide tech sector has moderated by 2 points from the previous quarter and remained flat compared to the same period last year, reflecting broader economic uncertainty, though significant regional variations persist across established tech hubs.

For job seekers with in-demand digital skills, this sustained hiring momentum creates significant opportunities — particularly in areas like AI implementation, cloud migration, and cybersecurity, where employers are prioritizing long-term transformation.

To view the Q4 2025 Experis Tech Talent Outlook, including U.S. and global findings, visit [www.experis.com/en/insights/articles/tech-talent-outlook](https://www.experis.com/en/insights/articles/tech-talent-outlook). The next report, covering Q1 2026 hiring expectations, will be released in December 2025.

### ABOUT THE SURVEY

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 labor market indicator. ManpowerGroup interviewed 6,533 IT employers across 42 countries on hiring intentions for the fourth quarter of 2025.

### SURVEY METHODOLOGY

Survey responses were collected from July 1-31, 2025. Size of organization and sector are standardized across all countries and territories to allow international comparisons.

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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, 2024, 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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