

2025 Q4 | Experis Tech Talent Outlook



Tech and IT employers reported a Net Employment Outlook of 47% for the fourth quarter of 2025



Hiring demand has increased by 5 points since the previous quarter



Canada ranks in the top three employment outlooks worldwide

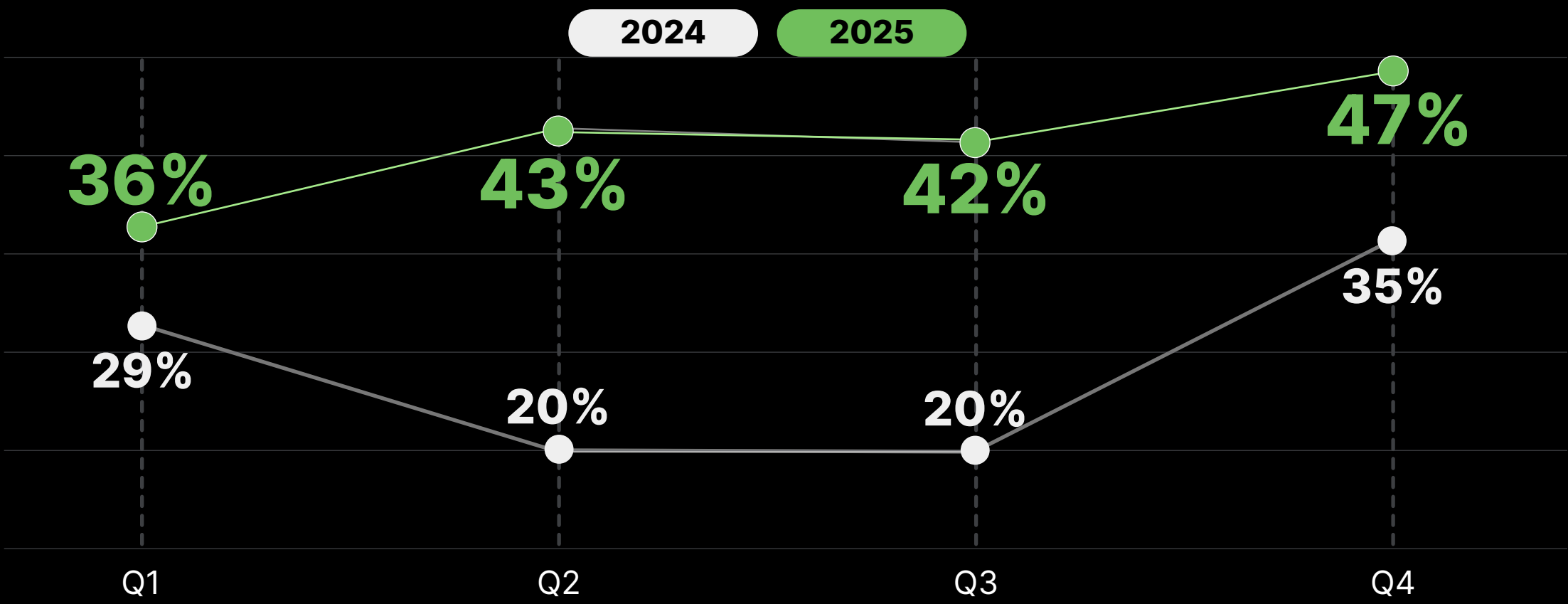
The Canadian IT Industry Employment Outlook

Used internationally as a bellwether of labor 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 47%**.



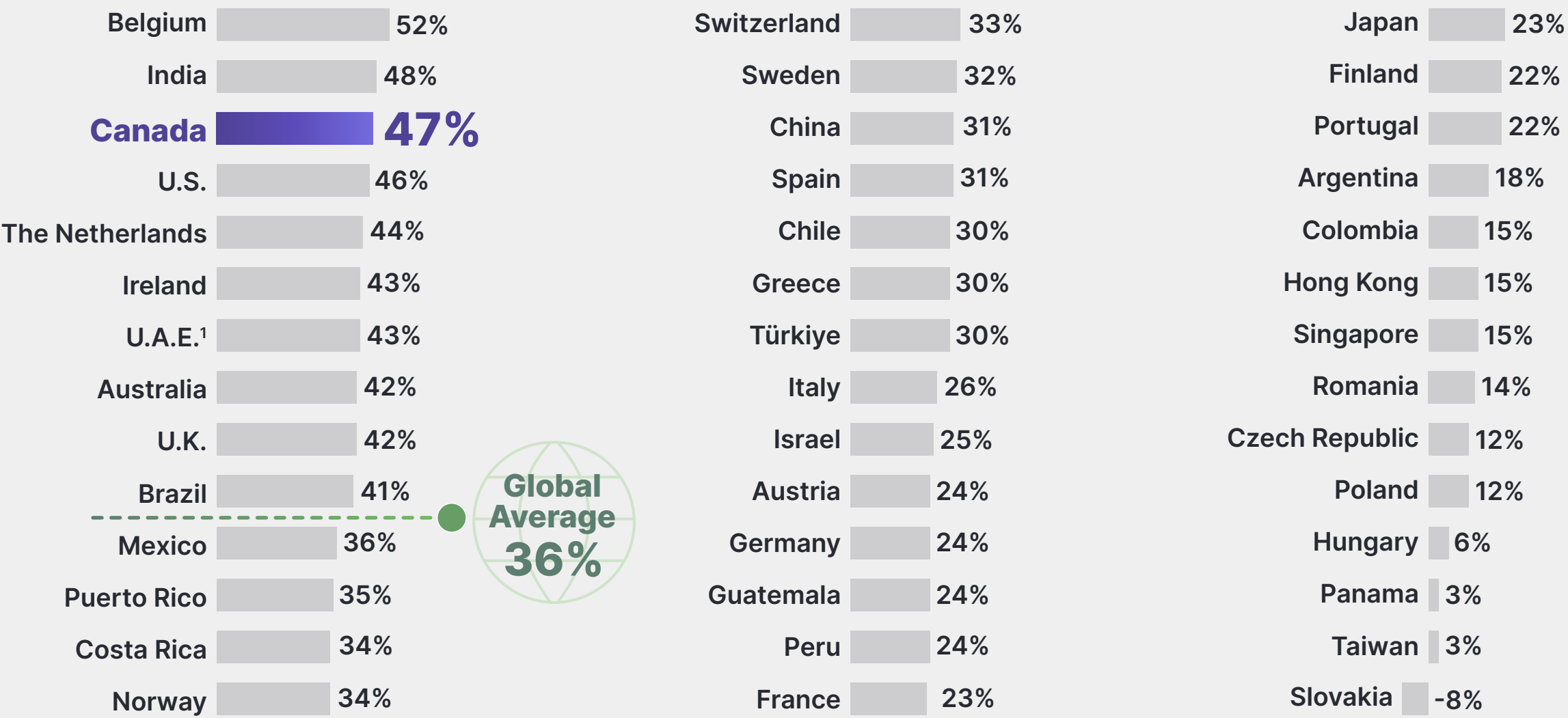
Changes Over Time

Tech hiring demand rose 12 points year-over-year and 5 points quarter-over-quarter.

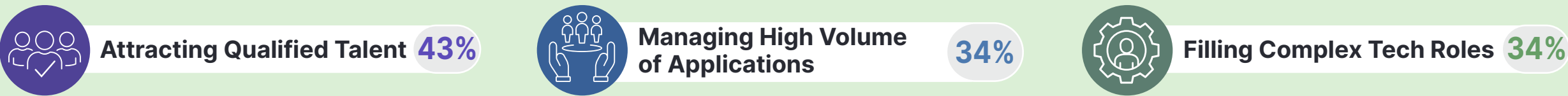


Tech and IT Hiring Expectations for October – December

Canada's IT outlook ranks third in the world — 11 points above the global average.



Top 3 Challenges Facing Tech and IT Employers in Canada



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

¹The U.A.E. joined in Q3 2025. There is currently no historical data, and the data has not been seasonally adjusted.