



2025
Q3

Experis Tech Talent Outlook



IT Employers in Canada reported a Net Employment Outlook of 42% for the third quarter of 2025.



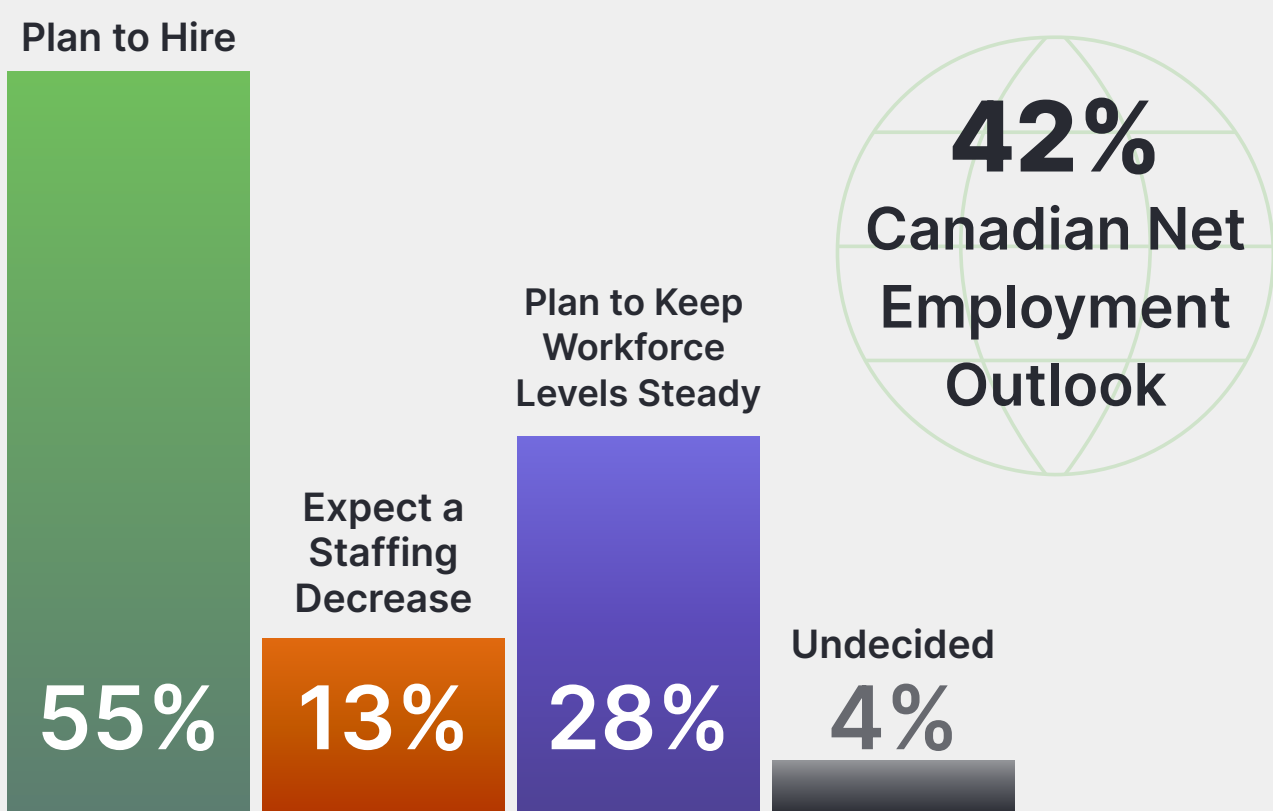
Canada stands 6 points above the global net employment average.



79% of Canadian employers say they are struggling to find the skilled tech talent they need.*

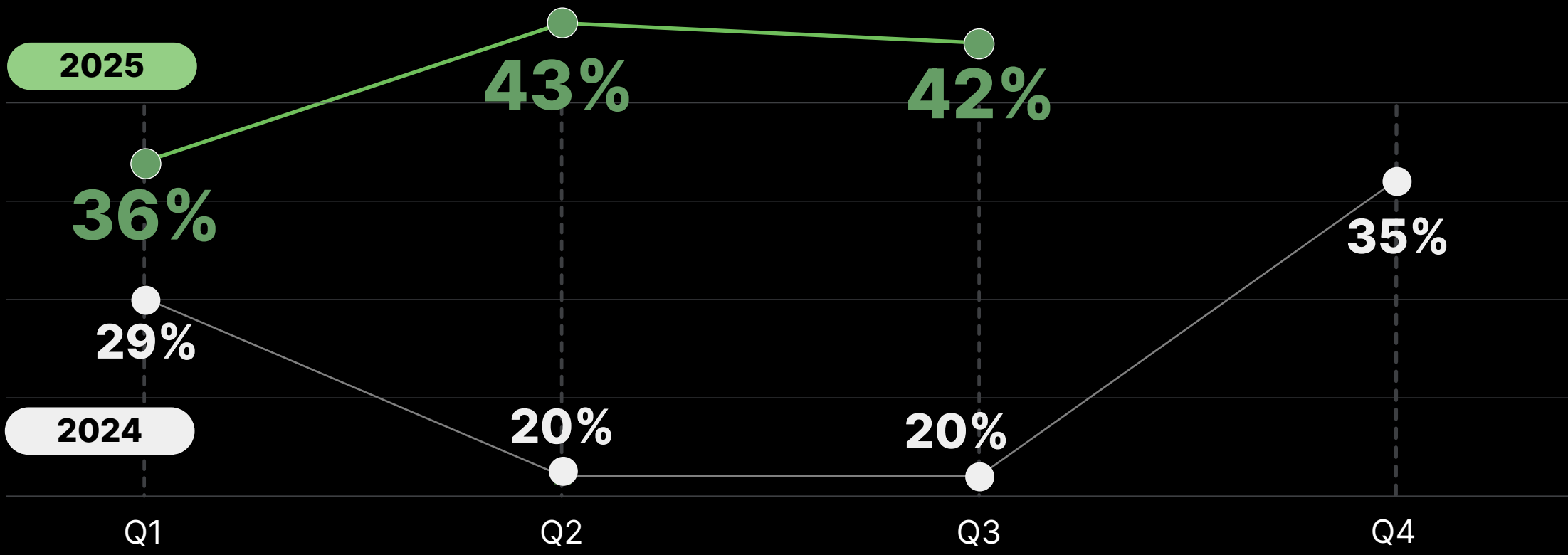
The Canadian IT Industry Employment Outlook

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 42%**.



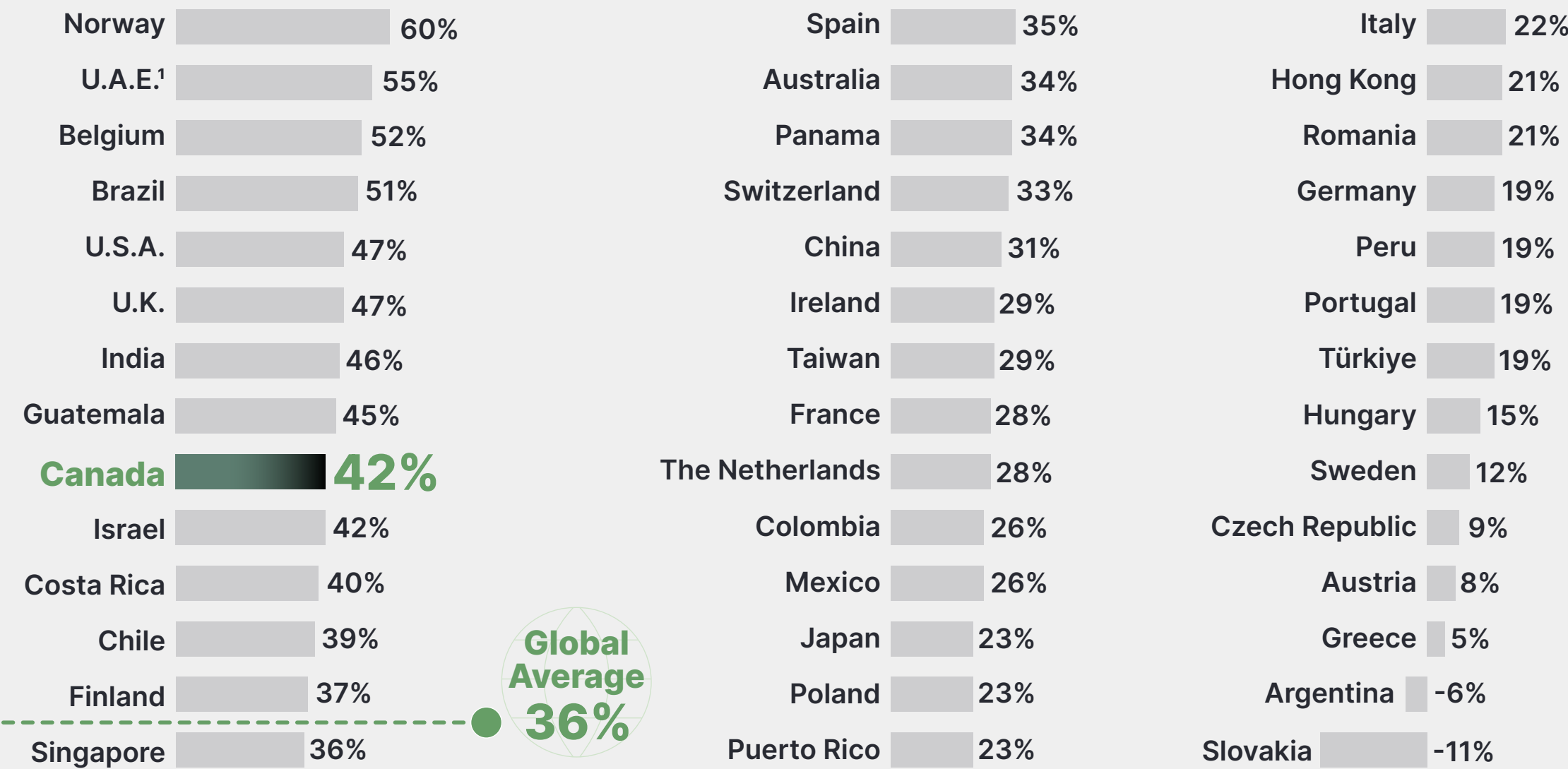
Changes Over Time

IT hiring demand has skyrocketed over the last year, with a 22-point gain since Q3 2024. The outlook decreased by 1 point compared to last quarter.



IT Hiring Expectations for July – September

Canada's IT Outlook ranks 9th in the world — 6 points above the global average.



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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 5,791 IT employers across 42 countries on hiring intentions for the third quarter of 2025.

*2025 ManpowerGroup Talent Shortage Report. Fieldwork was completed between October 1-31, 2024.

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