



2025
Q2

Experis Tech Talent Outlook



IT employers in Canada reported a Net Employment Outlook (NEO) of 43% for the second quarter of 2025



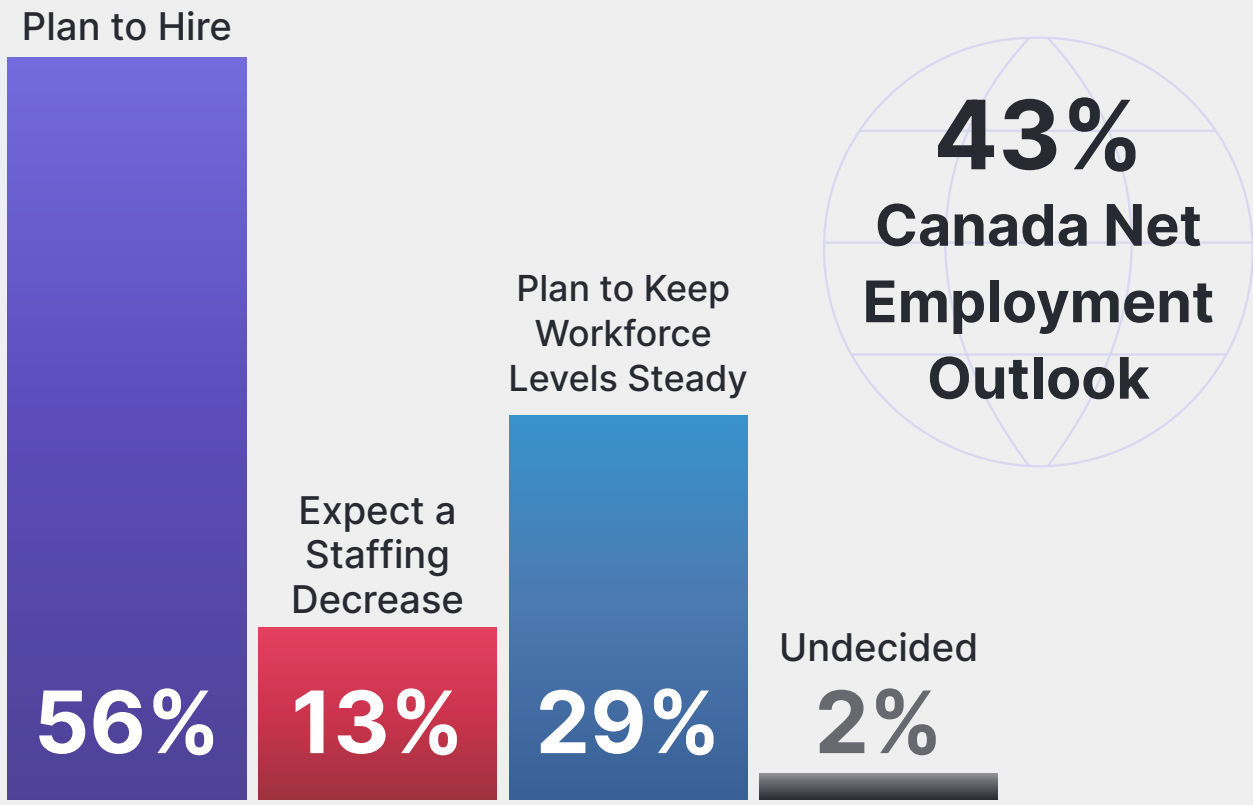
Canada stands 8 points above the global average NEO and ranks 5th in the world.



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

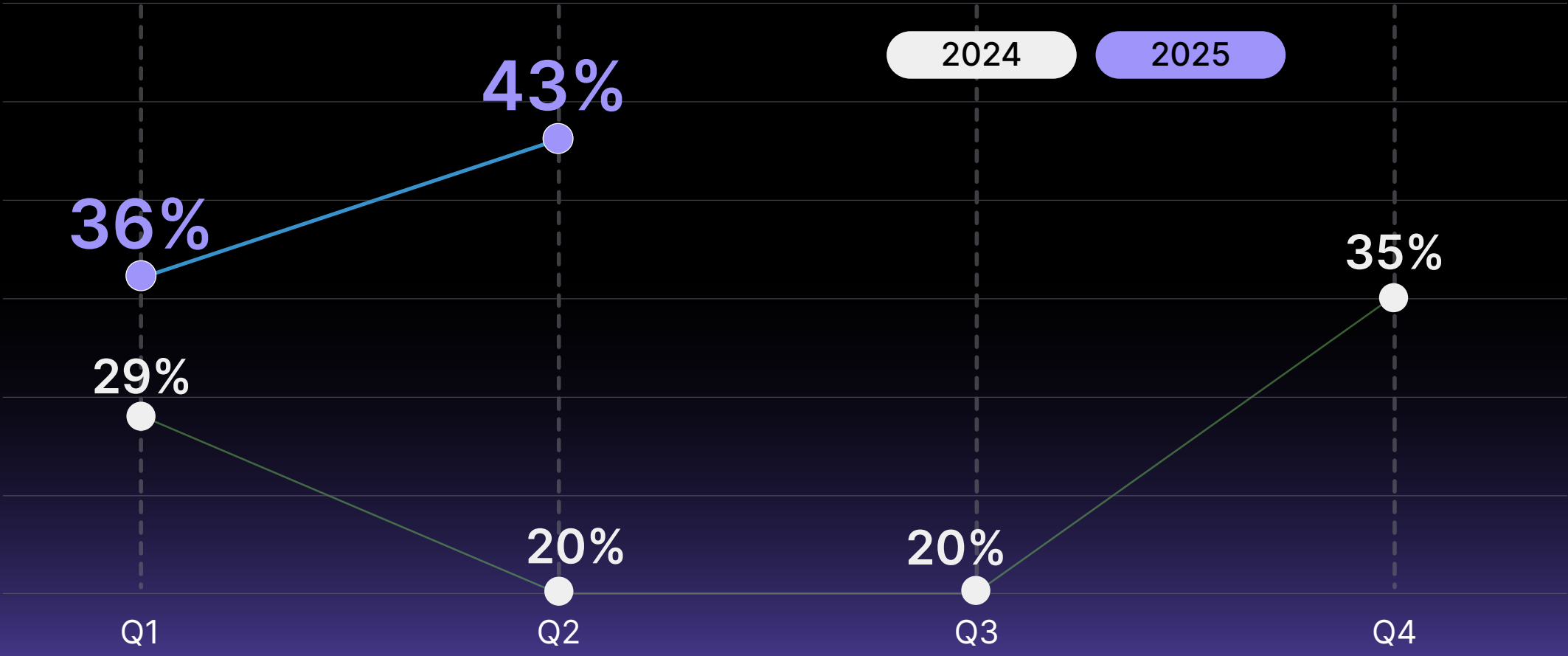
The Canadian IT Industry Employment Outlook

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 43%** in Canada.



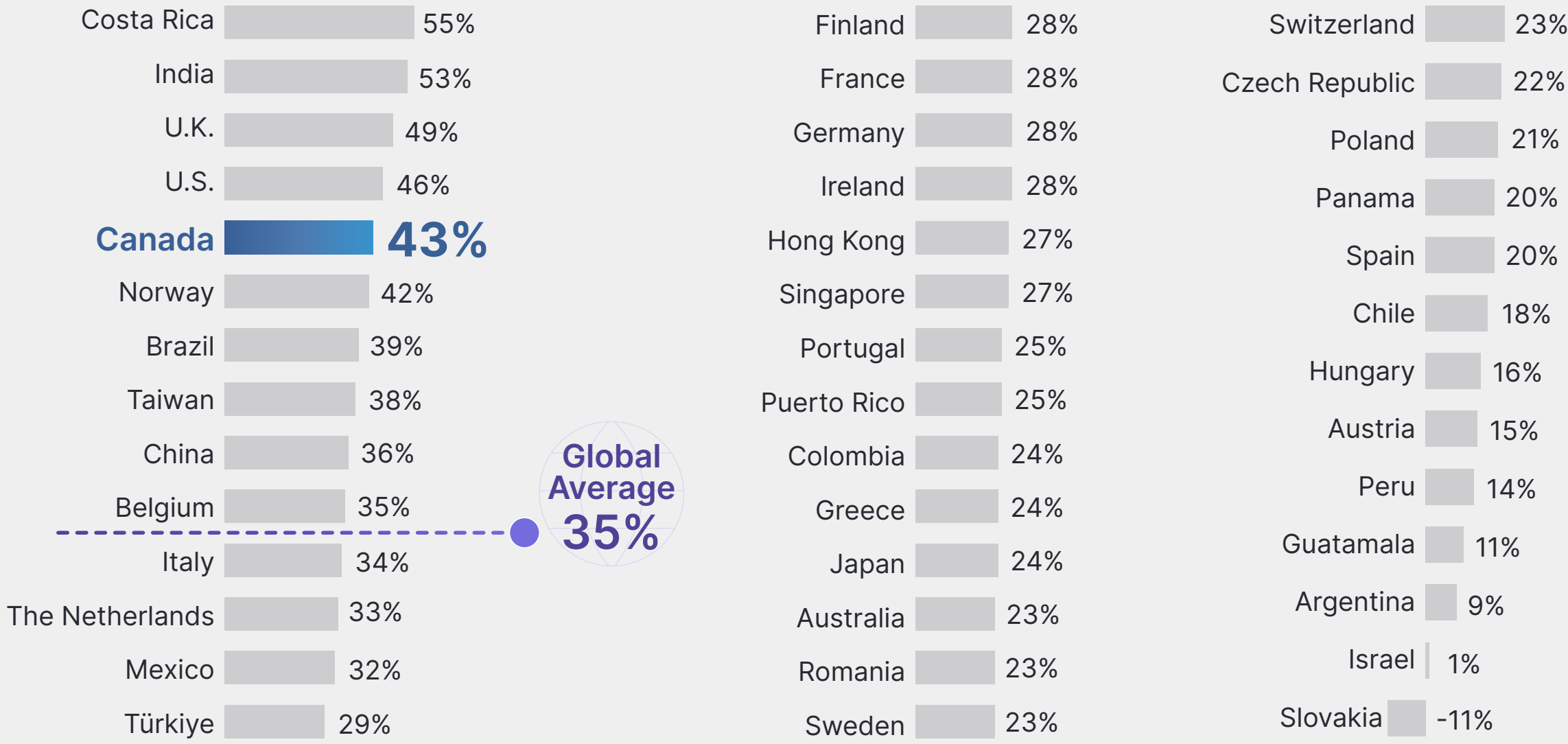
Hiring Demand Intensifies

IT hiring demand has skyrocketed over the last year, with a 23-point gain since Q2 2024. The outlook also increases 7 points compared to last quarter.



IT Hiring Expectations for April – June

Employers in **Costa Rica** reported the strongest IT Outlook in Q2 2025.



Top 3 soft skills that can't be replaced by AI, according to hiring managers in Canada.



Ethical Judgment 44%



Customer Service 39%



Team Management 38%

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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 5,476 IT employers across 41 countries on hiring intentions for the second quarter of 2025. *2025 ManpowerGroup Talent Shortage Report. Fieldwork was completed between October 1-31, 2024.