

IT Employers in the U.S. Holding Steady on Hiring Throughout Q4



IT employers in the U.S. anticipate a Net Employment Outlook of +56%



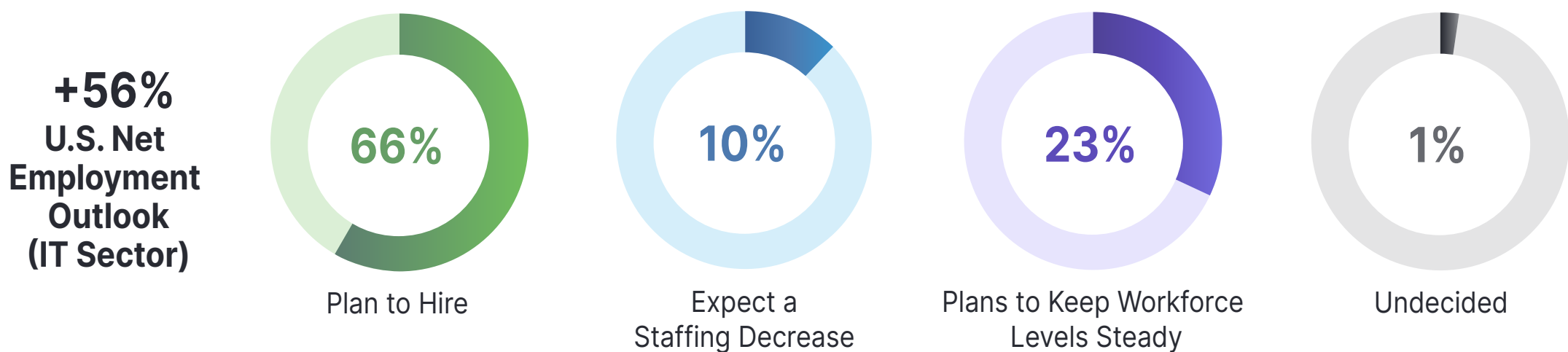
74% of IT organizations report difficulty filling open roles¹



Top IT staffing priorities remain Cybersecurity, Technical Support, and Customer Experience²

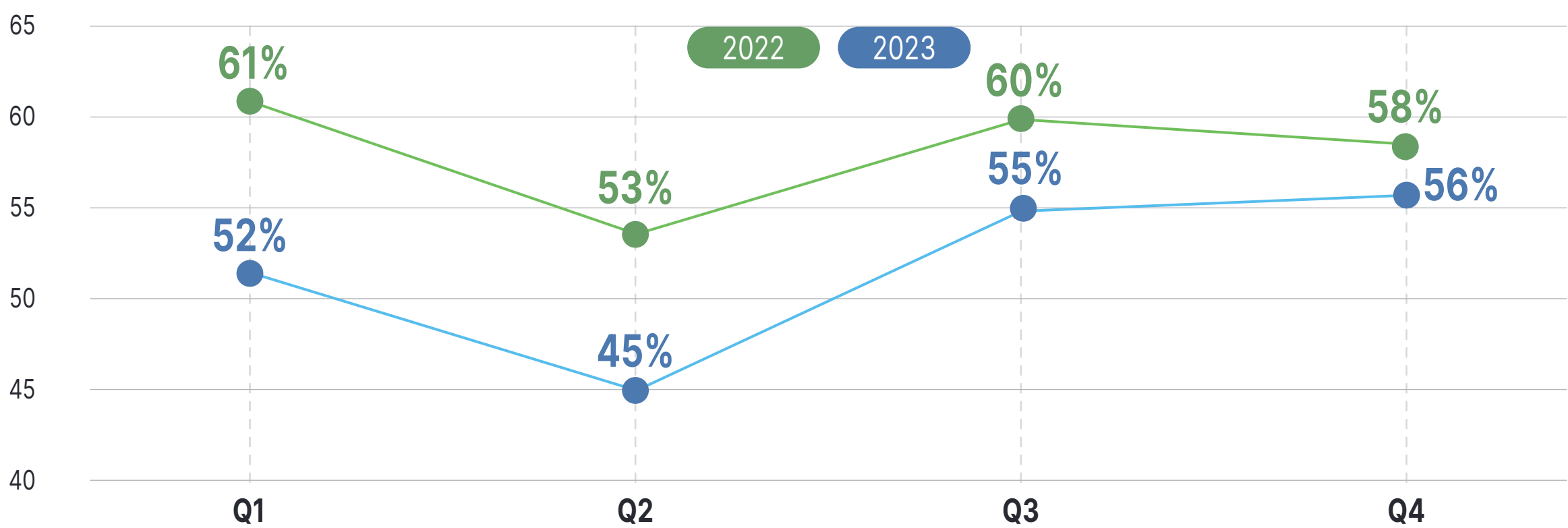
The IT Industry Employment Outlook

Used internationally as a bellwether of economic and 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 +56% in the U.S. IT market.



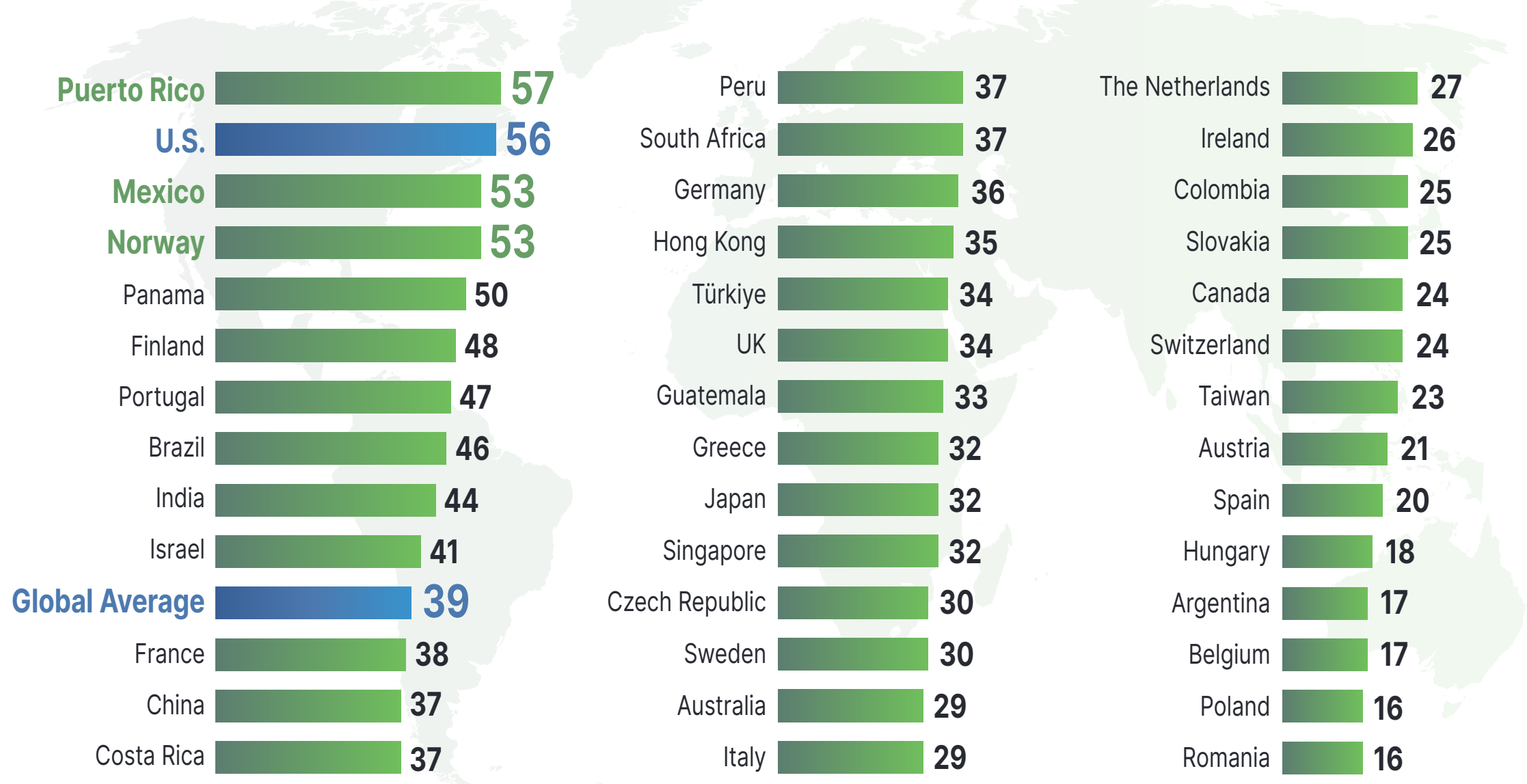
Changes Over Time

U.S. IT employers' demand has strengthened by +1% since last quarter yet has eased -2% when compared to this time last year.



Hiring Expectations for October – December

Of the 41 countries, U.S. employers rank second in the world again for IT talent demand in Q4.



The IT Industry's Priority Staffing Needs²

Top 5 Staffing Priorities:

- Cybersecurity, 34%
- Technical Support, 32%
- Customer or User Experience, 32%
- Database Management, 28%
- Customer Relationship Management Systems, 28%

Top 5 Approaches to Address Tech Challenges:

- Train & Upskill Current Workforce, 56%
- Hire New Workers with the Required Skills, 55%
- Reskill Workers and Move into IT Roles, 46%
- Hire Short-term Staff (freelancers, contract workers, etc.) to Fill Any Skills Gaps, 46%
- Invest more in Automation, 44%