

2025 Q3

Experis Tech Talent Outlook



Dutch IT Employers reported a Net Employment Outlook of 28% for the third quarter of 2025



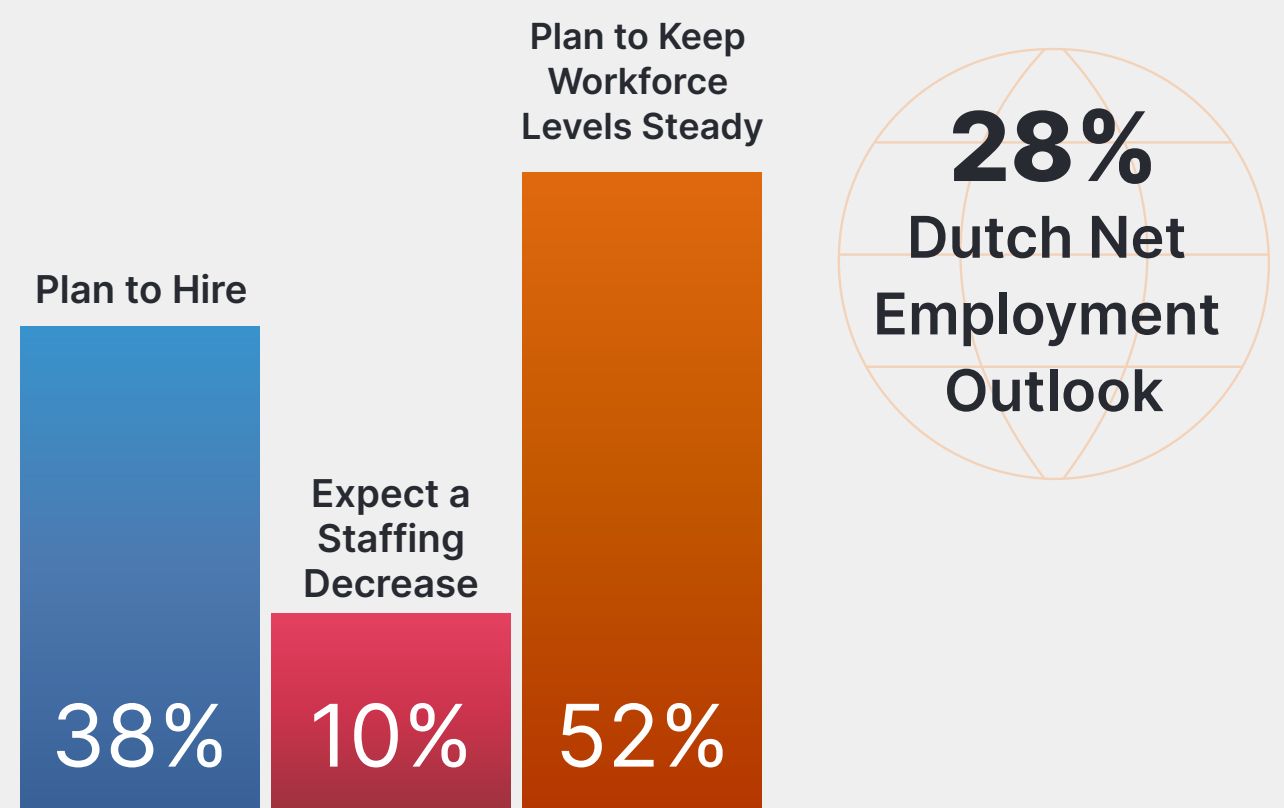
Hiring demand decreased by 5 percentage points when compared to the previous quarter



Employers in Norway anticipated the strongest industry Outlooks among the 42 countries surveyed

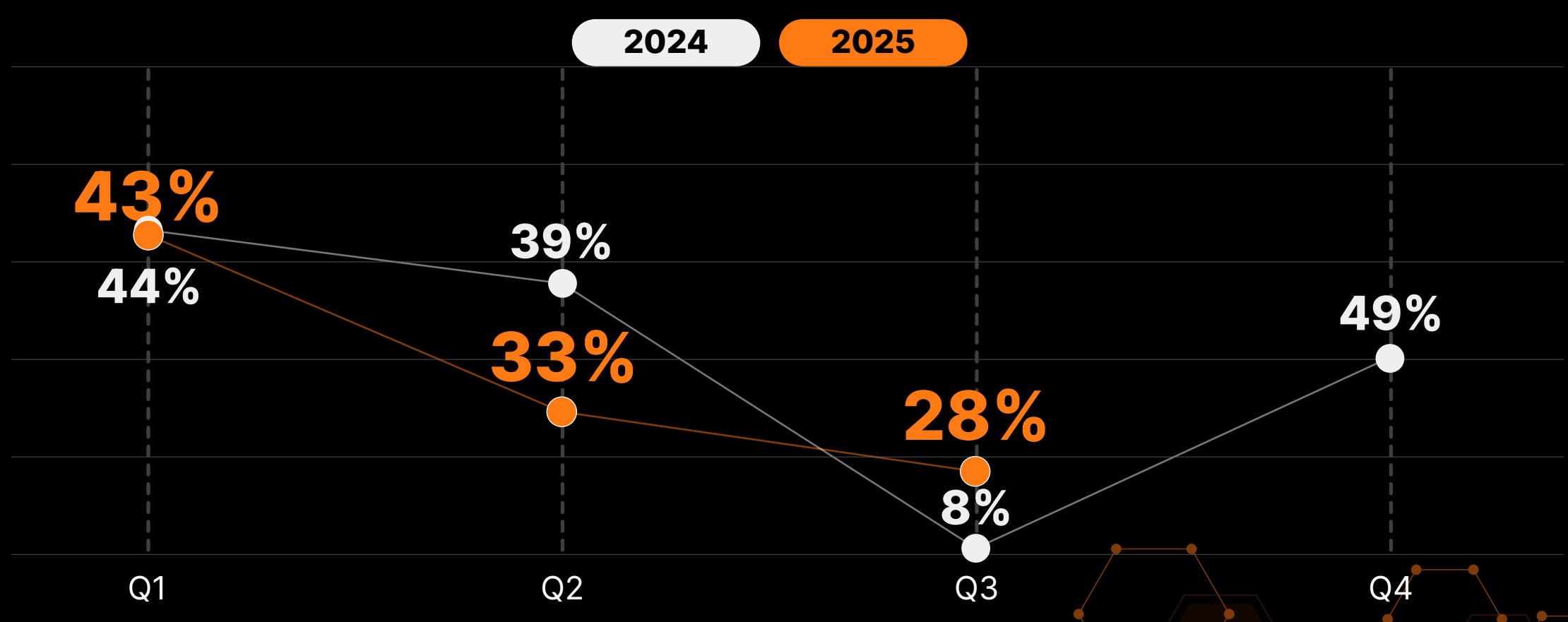
The IT Industry Employment Outlook

With a Net Employment Outlook of 28%, the Dutch IT sector remains cautiously optimistic. While hiring intentions (38%) still outweigh expected reductions (10%), the outlook lags behind the global average of 36%. This suggests that Dutch IT employers are slightly more reserved in their growth plans compared to international peers, focusing on stability (52%) over expansion.



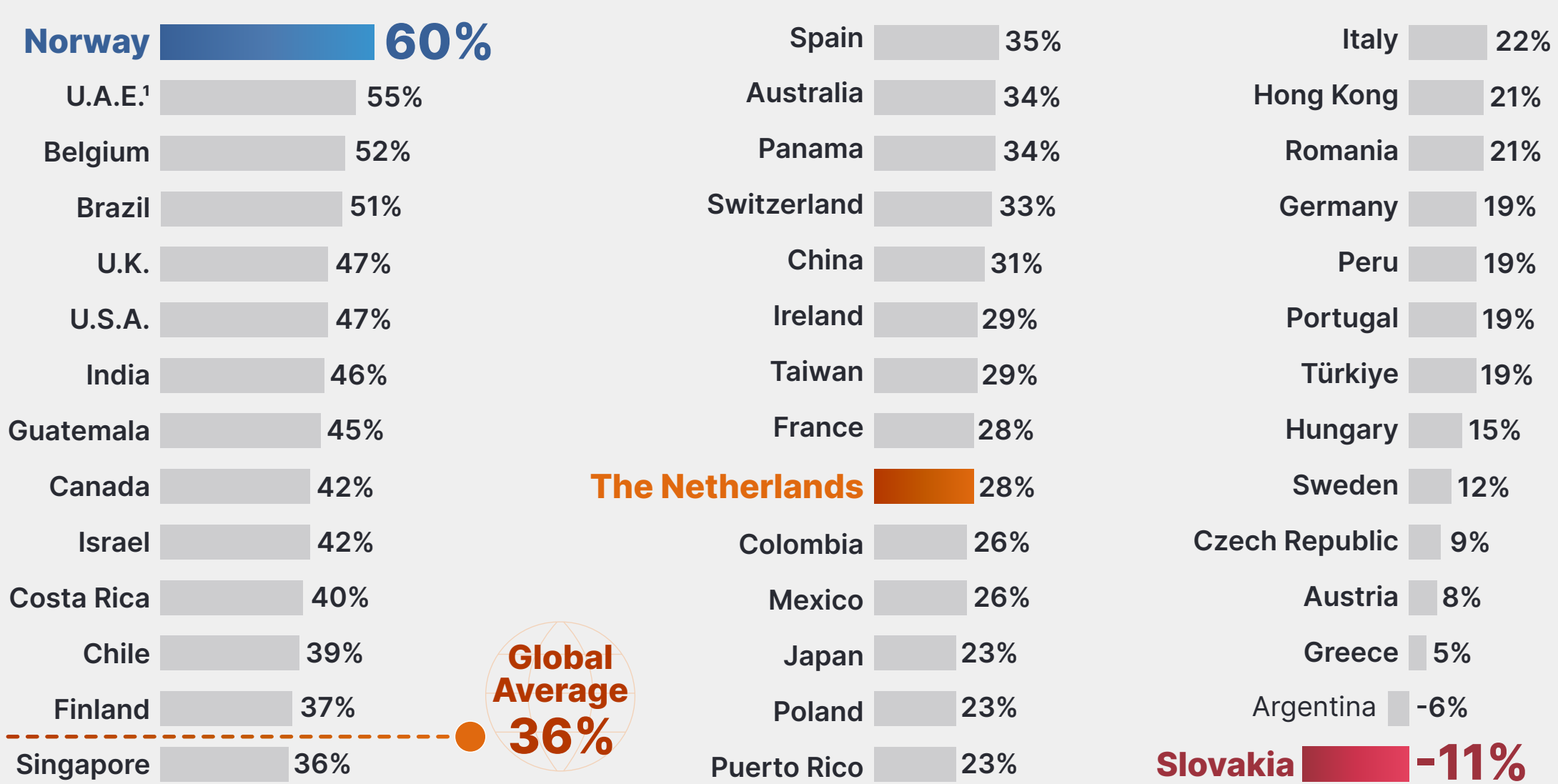
Changes Over Time

IT hiring demand in the Netherlands has declined slightly compared to the previous quarter, dropping from 33% to 28%. However, compared to the same period last year, demand has strengthened significantly — rising by 20 percentage points. This suggests that, despite short-term fluctuations, overall confidence in IT hiring is recovering year-over-year.



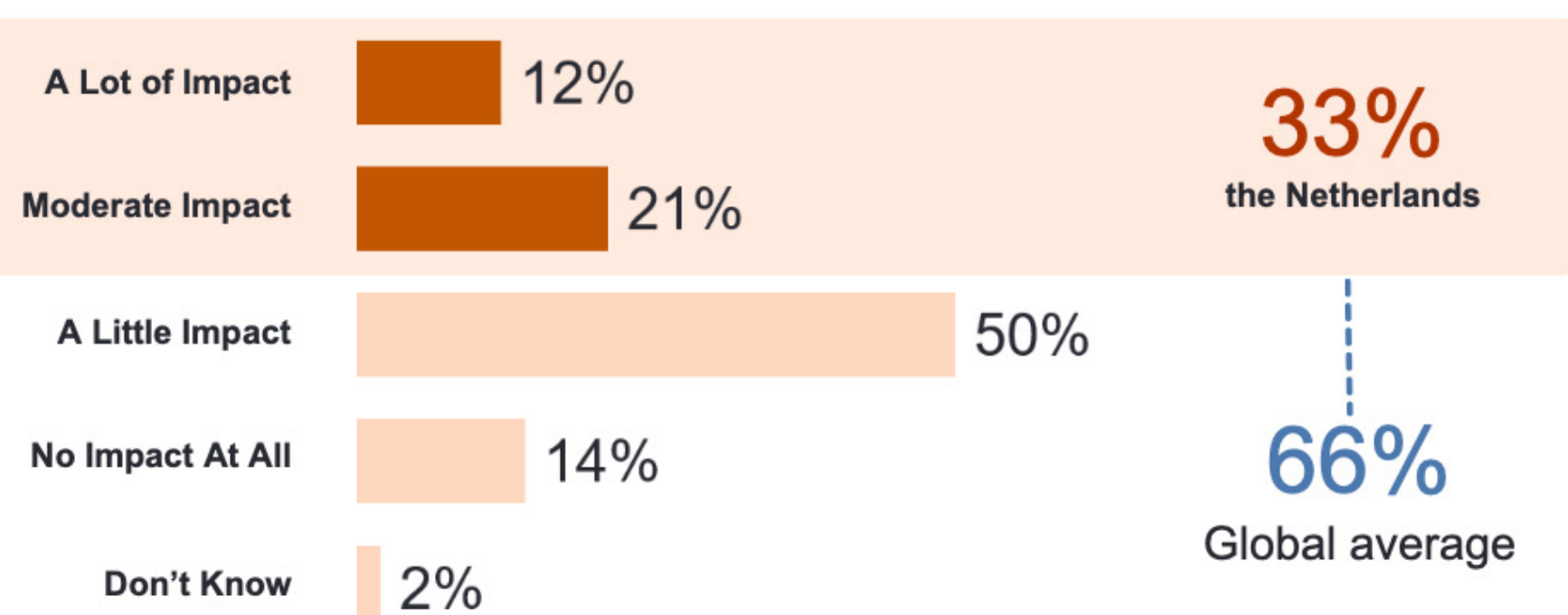
IT Hiring Expectations by Country for Q3 2025

Employers in Norway reported the strongest IT Outlook in Q3 2025. The Netherlands scores just below the global average of 36%, reflecting moderate hiring optimism.



Hiring in the Face of Trade Uncertainty in the IT Sector

Global trade uncertainty is influencing hiring decisions for 33% of Dutch IT employers — notably lower than the global IT average of 66%. While 12% report a significant and 21% a moderate impact, half of Dutch IT employers experience only a limited effect. This suggests that although global trade is on the radar, its impact on IT hiring in the Netherlands remains relatively mild for most companies.



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