

2025 Q4

Experis Tech Talent Outlook



Dutch IT Employers reported a Net Employment Outlook of 44% for the fourth quarter of 2025.



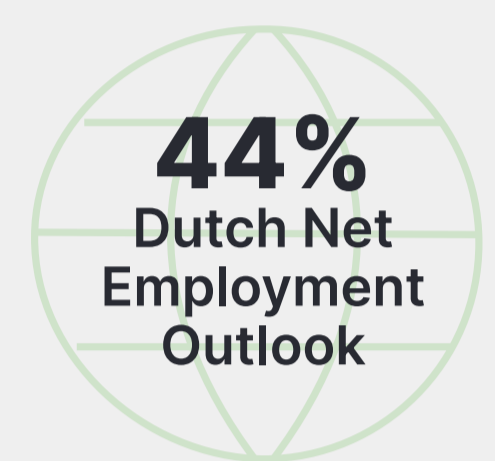
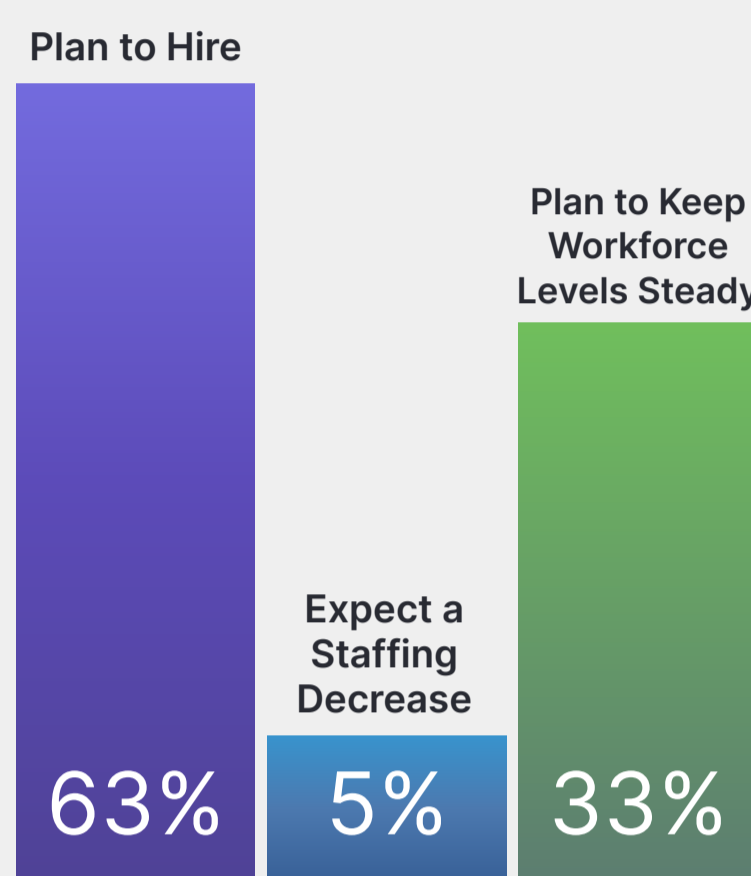
Hiring demand has increased by 1 point since the previous quarter.



Employers in Belgium anticipated the strongest industry Outlooks among the 42 countries surveyed.

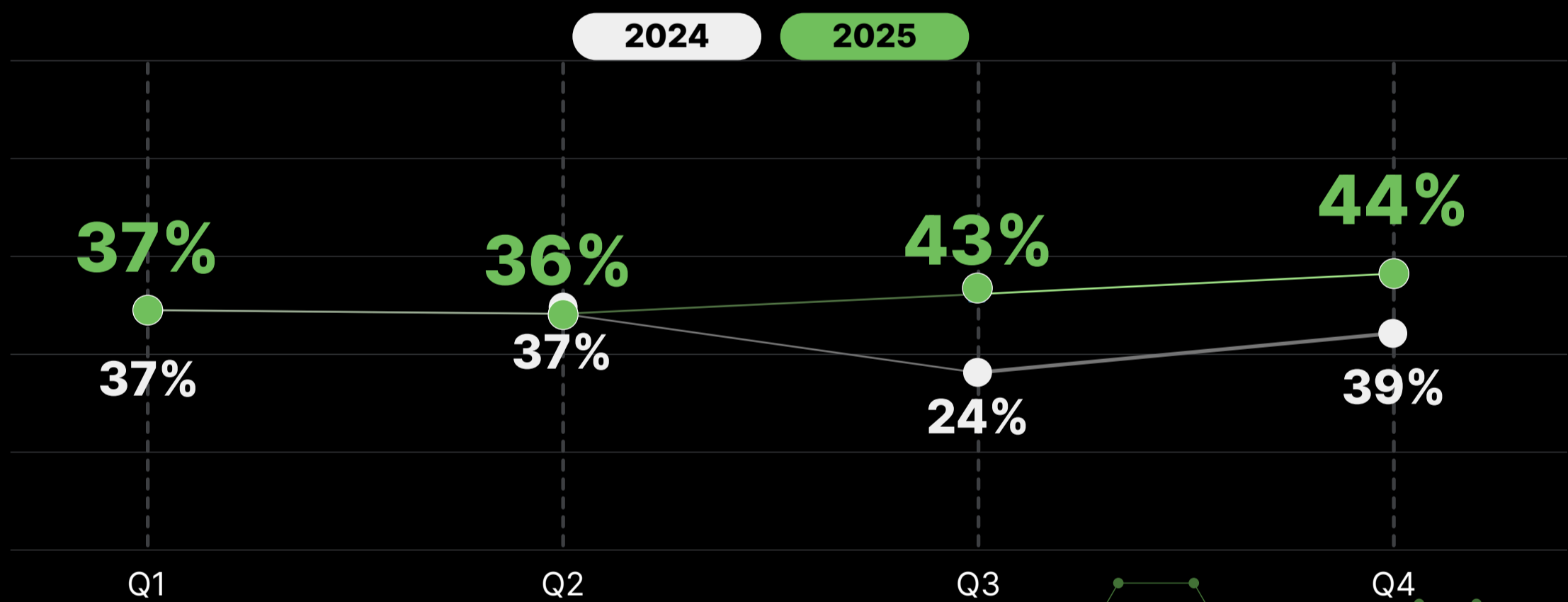
The IT Industry Employment Outlook

With a Net Employment Outlook of 44% the Dutch IT sector shows stronger hiring expectations than the global average of 36%. Compared to 36% in the fourth quarter of 2024, demand has improved by 8 points, underlining renewed confidence and continued demand for digital expertise.



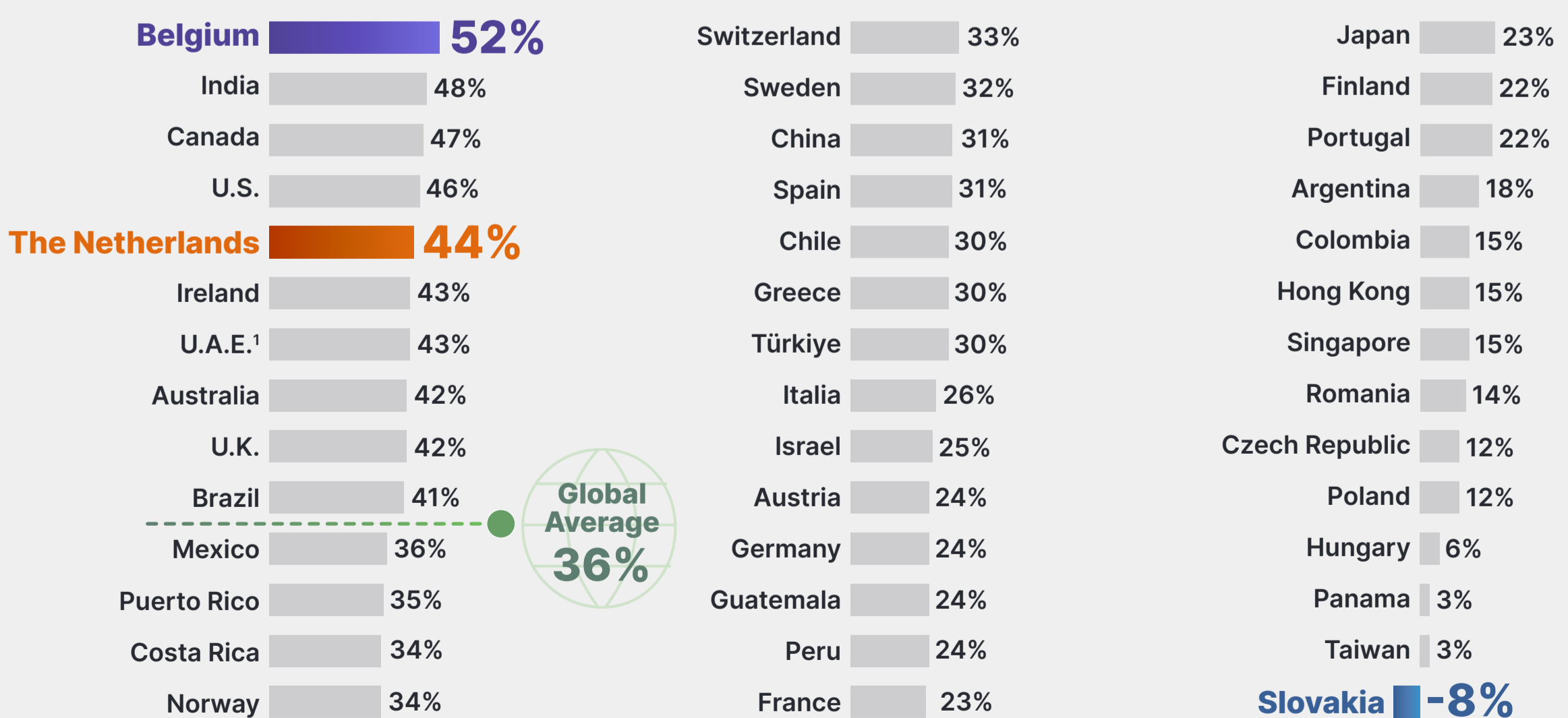
Changes Over Time

Demand for IT staff rose slightly from 43% in the third quarter to 44% in the fourth quarter of 2025. Year-on-year, demand also increased compared to 39% in the fourth quarter of 2024. This indicates that Dutch IT employers are gaining confidence in market prospects and are therefore expanding their hiring plans.



IT Hiring Expectations for October - December

Employers in Belgium reported the strongest IT outlook for Q4 2025. The Netherlands also shows solid confidence 44%, well above the global average of 36%, placing it among the leading countries with the most optimistic outlooks.



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