

2026 **Q2** | Experis
Tech Talent
Outlook

THE NETHERLANDS

Executive Summary

More than 4,600 Tech & IT Services employers across 42 countries were asked about their second quarter hiring intentions in the latest edition of the Experis Tech Talent Outlook.

Employers reported a global Net Employment Outlook of

48%

as they consider their hiring plans for April – June.

Calculated by subtracting employers planning reductions from those planning to hire*.

The NEO **improved** since the previous quarter

+25 points

and year-over-year

+15

Three key AI trends shaping the workforce

AI has the greatest impact on Learning & Development within workforce strategy (26%).

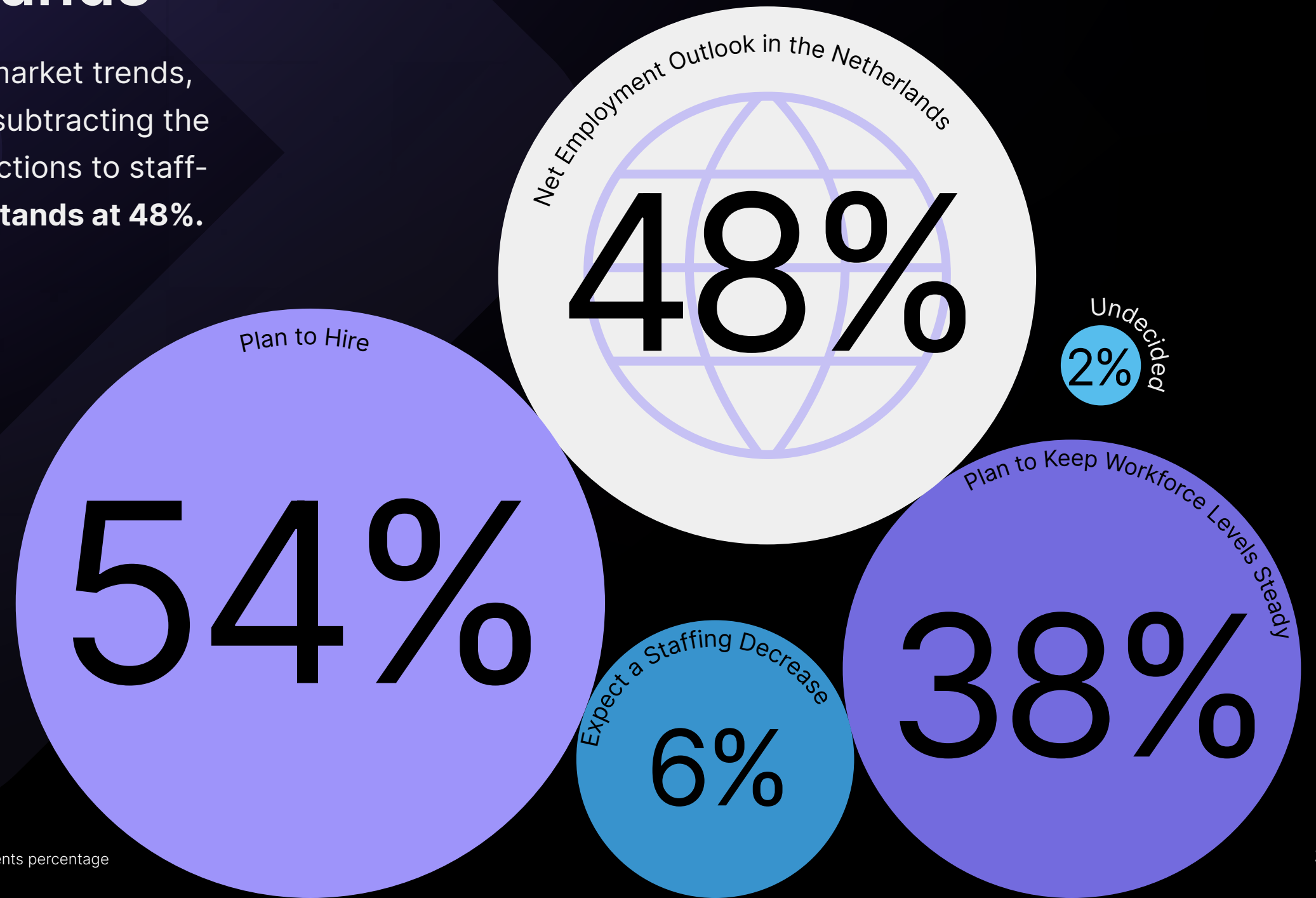
The transparency (15%) and depth (13%) of AI-driven decisions fall short of expectations in hiring, onboarding, and training processes.

Employees' biggest concern about the use of AI is privacy (42%).

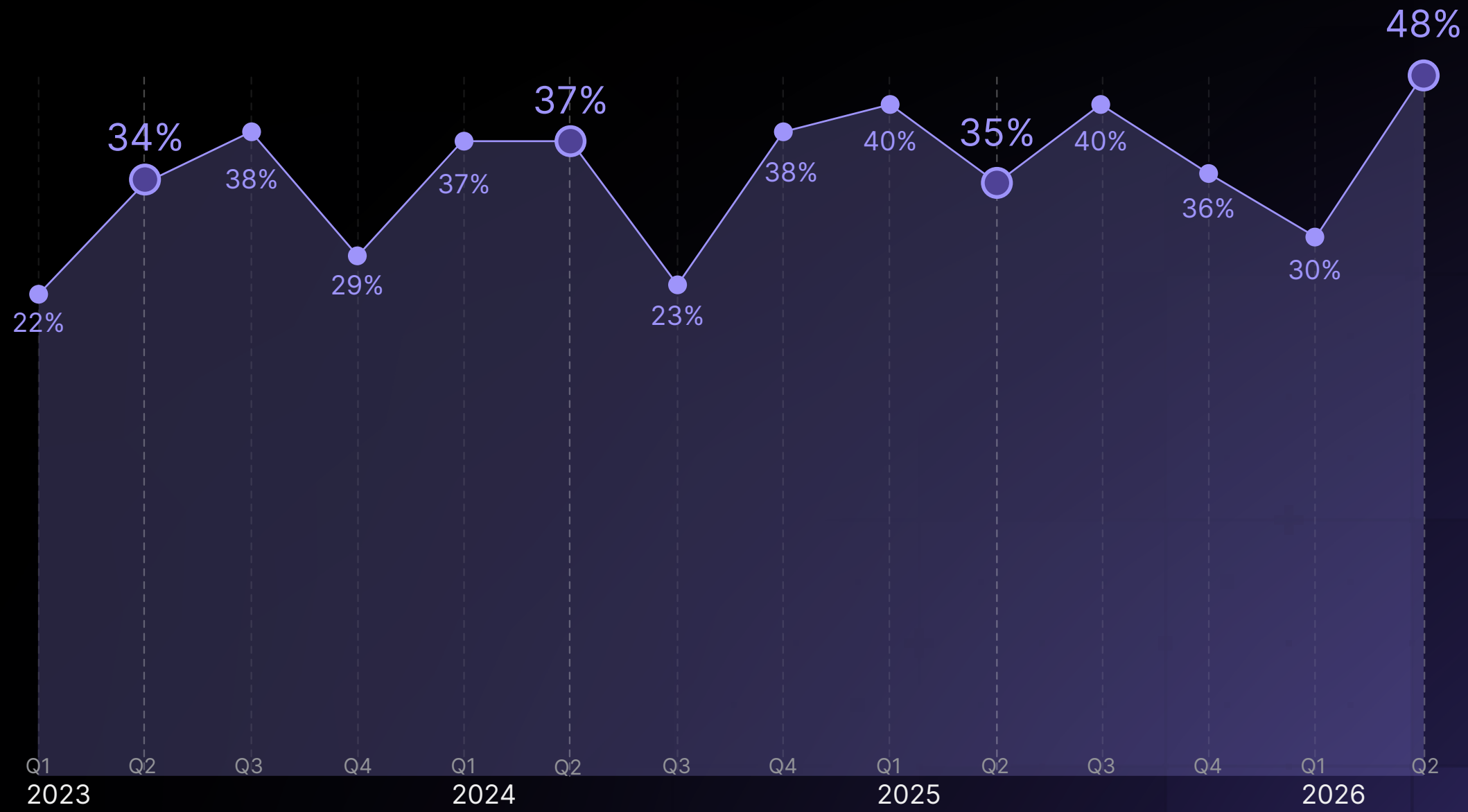
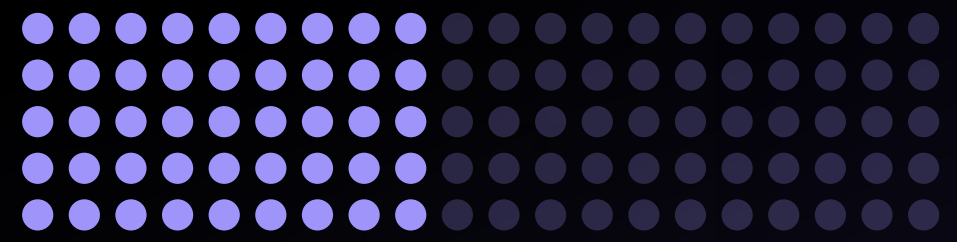
Q2 2026 Tech Talent Outlook - the Netherlands

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 48%**.

The unadjusted NEO is then seasonally adjusted to remove predictable hiring fluctuations and ensure consistent comparisons across regions and time periods. The seasonally adjusted figures are used throughout the remainder of these materials unless otherwise noted.



Employers across Tech & IT Services reported an NEO of **48%** for Q2 2026

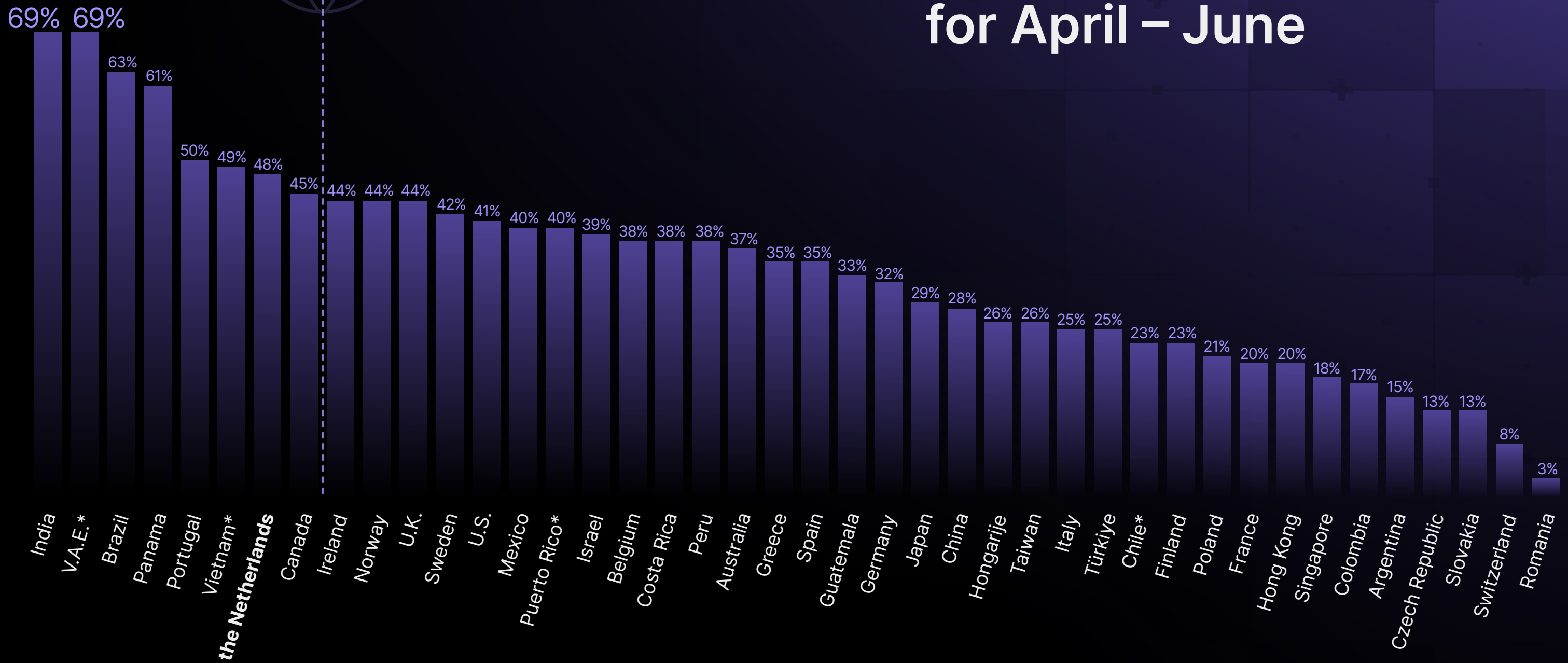


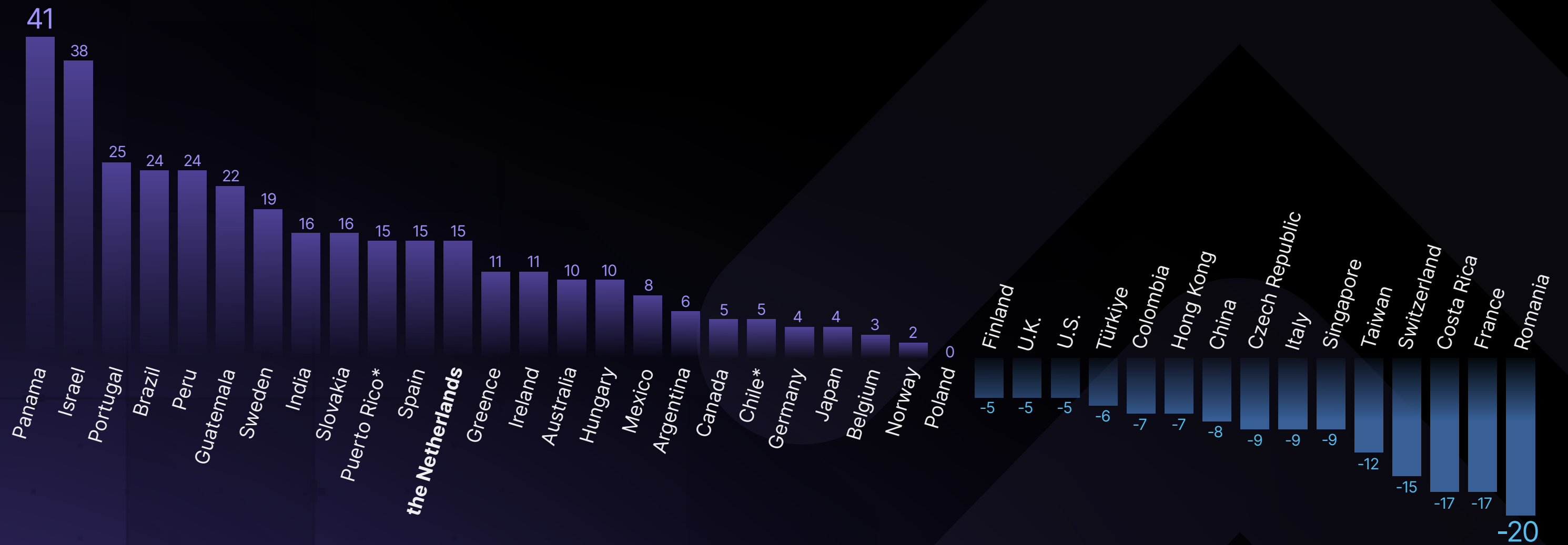
Changes Over Time

The NEO improved since the previous quarter (+25 points) and year-over-year (+15).

Tech Hiring Expectations for April – June

Global Average:
45%





Year-Over-Year Changes by Country

The Methodology

About the Experis Tech Talent Outlook

The research is based on responses from 4,655 Tech and IT Services sector employers across 42 countries included in ManpowerGroup's Employment Outlook Survey — the longest running, most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator.

The fieldwork was conducted in all markets from January 1 - February 3, 2026.

About The Experis Tech Talent Outlook's Tech & IT Services Industry Sector

ManpowerGroup has introduced an updated industry sector classification to ensure our insights more closely reflect today's global economy. Historical data has been reclassified to maintain consistency over time, and national and regional results remain unchanged. The Tech & IT Services' classification is defined by the following North American Industry Classification System (NAICS) Sectors: Computer and Electronic Product Manufacturing (334); Internet Publishing and Broadcasting (516); Telecommunications (517); Data Processing, Hosting, and Related Services (518); Other Information Services (519); and Computer Systems Design and Related Services (5415).

About The Talent Shortage Survey

ManpowerGroup interviewed 39,063 employers in 41 countries: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, The Netherlands, Norway, Panama, Peru, Poland, Portugal, Puerto Rico, Romania, Singapore, Slovakia, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (U.A.E.), United Kingdom (U.K.), and the United States (U.S.). The fieldwork was completed between October 1 and 31, 2025, in all markets.

Forward-Looking Statements

This site contains forward-looking statements, including statements regarding labor demand in certain regions, countries, and industries, and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements due to risks, uncertainties, and assumptions. These factors include those found in the Company's reports filed with the SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2025, which information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

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