

Q4 2024

Experis Tech Talent Outlook Ireland Findings



Ireland IT employers reported a Net Employment Outlook of 39% for the fourth quarter of 2024.



90% of IT employers said they're facing difficulty finding the talent they need.¹

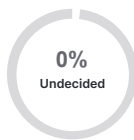
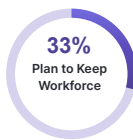


Employers in Dublin were the most optimistic of the tech regions with +41% net employment outlook.

The Ireland IT Industry Employment Outlook

Used internationally as a bellwether of labor market trends, the Net Employment Outlook (NEO) — calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire — now stands at 39%.

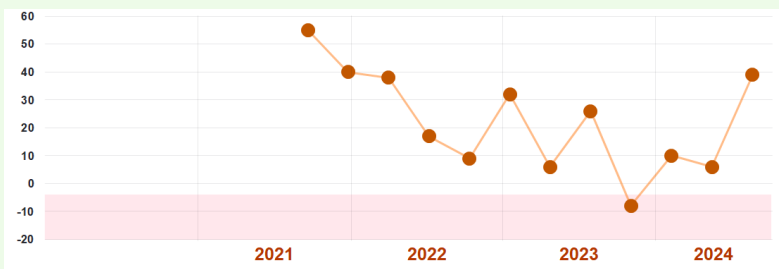
39%
Ireland Net Employment Outlook



Tech Hiring Changes Over Time

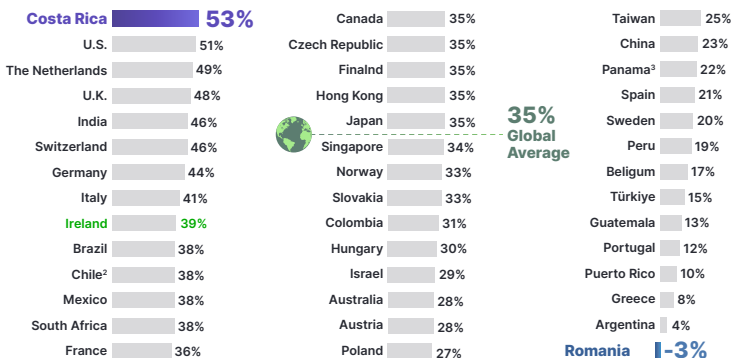
Steady

The following shows the trends in Tech hiring in Ireland over the past 3 years. The market has been volatile overall driven by wider economic confidence and the effects of the post pandemic hiring patterns and subsequent retrenching. As we approach Q4 we are seeing hiring levels not seen since Q4 2021.



IT Hiring Expectations for October through December

Key countries in Central and North America expect the strongest IT Outlook in Q4 2024.



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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 5,912 IT employers across 42 countries on hiring intentions for the fourth quarter of 2024.

¹ ManpowerGroup Talent Shortage Survey (fielded Oct. 2023). ² Chile joined in Q2 2024. There is currently no historical data and the data has not been seasonally adjusted.

³ The IT industry in Panama yielded a small sample size in the Q4 Survey and these numbers should be treated as indicative only.