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2025 Q2 | Experis Tech Talent Outlook UK Findings

35% of IT employers plan no change to their headcount in the second quarter of 2025
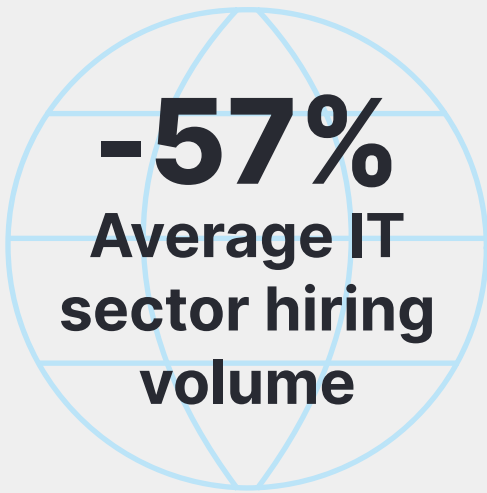
Among IT employers who are hiring, average hiring volume is set to decline by **-57%** vs Q1 2025
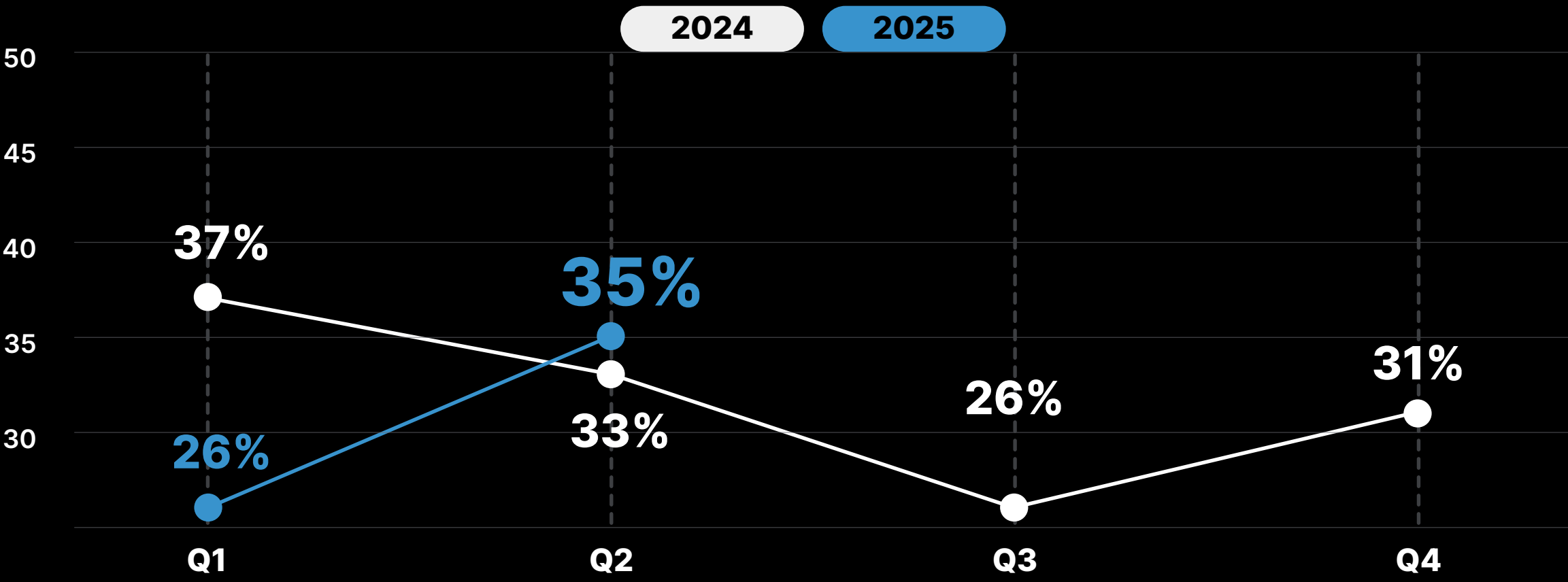
75% of IT employers report difficulty finding candidates with the skills they need

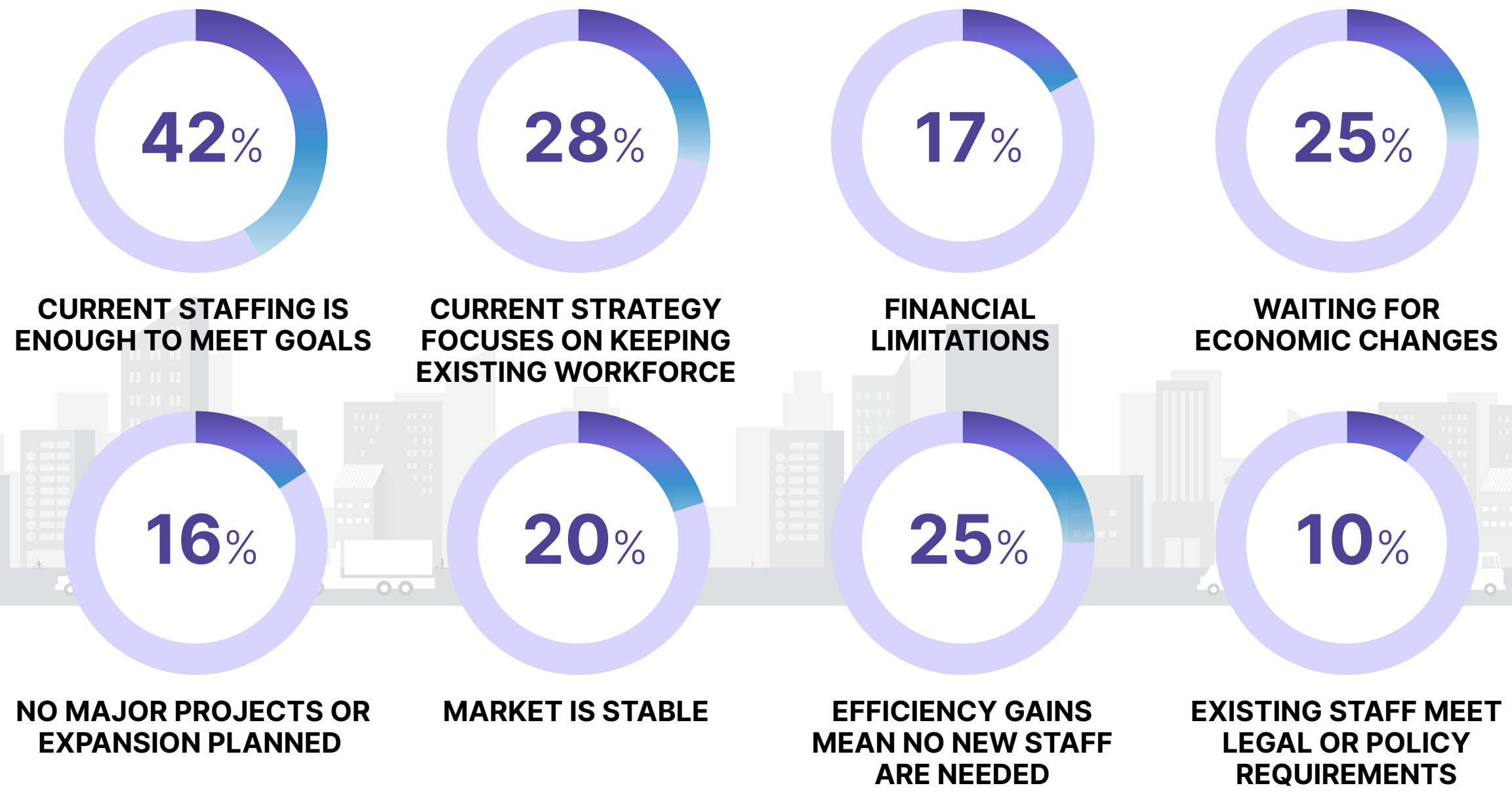## Over a third of UK IT industry plan no headcount changes

More than a third of businesses in the IT sector plan to leave headcounts unchanged going into Q2 (April – July 2025). Meanwhile, employers who have indicated plans to change headcount in the coming quarter report an **average -57% drop** in hiring volume.

35% Plan no headcount changes

-57% Average IT sector hiring volume

IT employers planning no headcount change over time

2024 2025

	Q1	Q2	Q3	Q4
2024	37%	33%	26%	31%
2025	26%	35%		

Reasons for leaving headcount level unchanged

42% CURRENT STAFFING IS ENOUGH TO MEET GOALS

28% CURRENT STRATEGY FOCUSES ON KEEPING EXISTING WORKFORCE

17% FINANCIAL LIMITATIONS

25% WAITING FOR ECONOMIC CHANGES

16% NO MAJOR PROJECTS OR EXPANSION PLANNED

20% MARKET IS STABLE

25% EFFICIENCY GAINS MEAN NO NEW STAFF ARE NEEDED

10% EXISTING STAFF MEET LEGAL OR POLICY REQUIREMENTS

Questions were multiple choice. Employers may indicate more than one reason.

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