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Talent
Trends Report

FASTEN YOUR TECH SEATBELTS

Our latest research, the 2025 Work Futures Study, points to a 2025 tech landscape that's going to be a high-speed, high-stakes game, with many companies hoping it gives them a competitive edge.

In fact, roughly half (52%) of employers anticipate that emerging technologies will have a transformational/significant impact on their organization in 2025. And 63% think that technology will have a significant/moderate advantage for how they compete in their marketplace this year.

So, which technologies are businesses banking on this year, and how prepared are these organizations to capitalize on their investments? It looks like business decision-makers believe artificial intelligence (AI)/machine learning (ML) and 5G expansion are the top-two emerging technologies that will have the biggest impact in 2025 and the most significant impact on job creation over the next five years. In fact, 84% of IT decision-makers will be investing in AI and 44% will invest in cloud platforms.

However, only 38% of employers say their organization is very prepared to integrate AI/ML into business operations in 2025, and there are a range of challenges that they anticipate when implementing new technologies within their organization, including:

- High costs of implementation (37%)
- Training and skill development (37%)
- Integration with existing systems (35%)
- Data security and privacy concerns (34%)
- Resistance to change (26%)

I look forward to sharing more trends and research findings in next quarter's Talent Trends Report. I hope you find these insights helpful in navigating the highly dynamic labor market and informing your hiring and retention efforts.
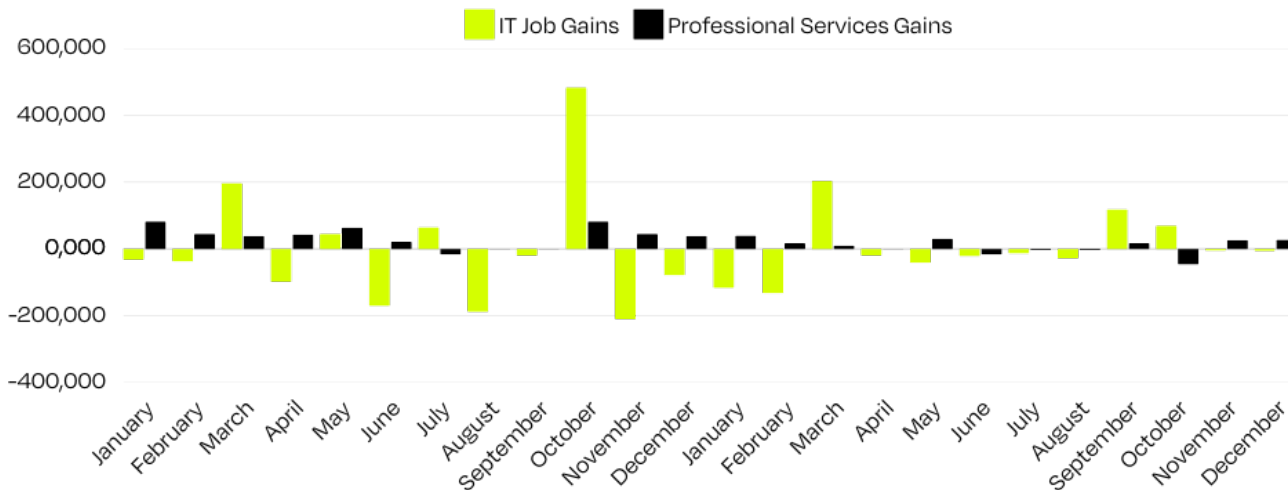
Maruf Ahmed, CEO
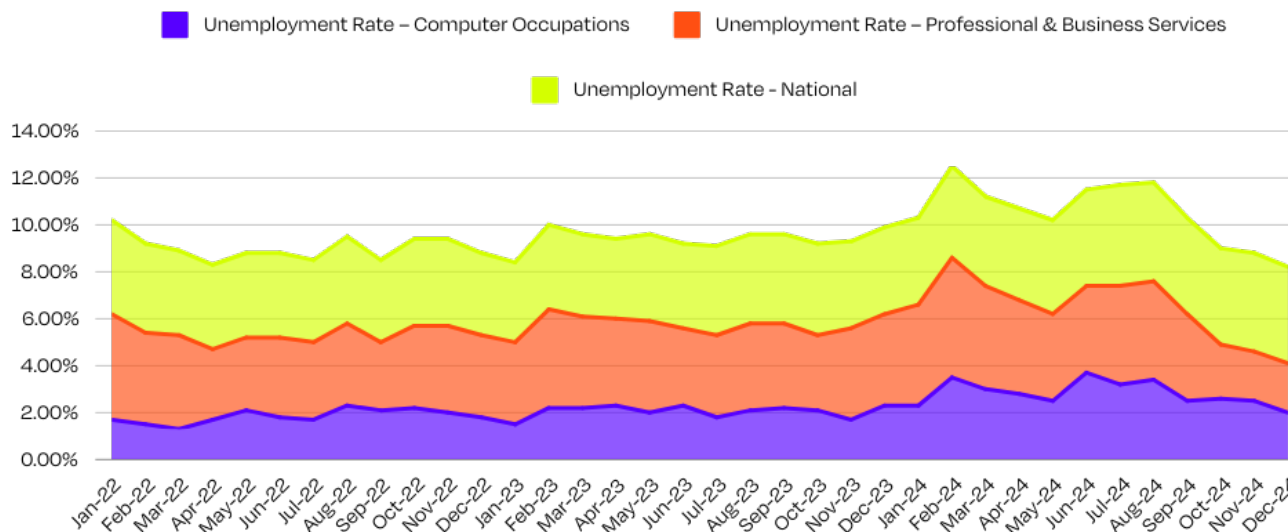
KEY NATIONAL LABOR DATA

MONTHLY IT & PROFESSIONAL SERVICES JOB GAINS

The economy created 2.23 million jobs in 2024, equating to an average of 186,000 jobs per month. Though below the 3 million jobs added in 2023, employment gains were in line with the pace seen in 2018.

Sources: CompTIA, BLS

SECTOR & NATIONAL UNEMPLOYMENT RATES

Both the IT and Professional & Business Services unemployment rates dropped in the last month of 2024, with the tech unemployment rate dropping to 2%, the lowest level since November 2023. National unemployment fell slightly to 4.1%.

Sources: BLS, CompTIA

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THE LATEST IN IT HIRING TRENDS

While December capped off 2024 with surprisingly strong overall job growth, the IT employment market remained effectively flat, dipping 0.03% month-over-month with a year-over-year decline of 0.29% according to TechServe Alliance, the national trade association for the IT & Engineering Staffing and Solutions Industry.

Sources: TechServe Alliance

IT STAFFING EMPLOYMENT

December 2024	TechServe Alliance IT Employment Index	Computer Systems and Design Services	Management and Technical Consulting Services	Data Processing, Hosting, and Related Services
Number of Jobs	5,289,600	2,545,400	1,912,200	493,900
Change from Previous Month	-0.03%	-0.9%	+0.27%	+0.33%
Change from Dec 2023	-0.29%	+0.81%	+1.13%	+0.06%

IT SKILLS MOST IN DEMAND

	Q3 2024	Q4 2024
1	JAVA Developer	Application Production Support
2	Application Production Support	JAVA Developer
3	System Engineer	System Engineer
4	.NET Architect	.NET Architect
5	SAP Developer	SAP Developer
6	.Net Developer	User Experience (UX) Web Designer
7	Other Application Developer	.NET Developer
8	Product Manager	Other Application Developer
9	User Experience (UX) Web Designer	Product Manager
10	Desktop Support	Cloud Engineer

Sources: Dexian

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FASTEST/LONGEST TIME-TO-FILL SKILL SETS

Fastest	Slowest
Manual Tester	Active Directory
SSIS Developer	Power BI
Mainframe Developer	Oracle Apps
AB INITIO Developer	LINUX Engineer
Microstrategy Developer	Graphic Designer
JAVE Architect	Salesform.com Developer
PC Tech	Cloud Engineer
Hadoop	IT Audit
Amazon Web Services (AWS)	Other Application Developer
Cable Technician	Infrastructure Security

Sources: Dexian

UNIQUE JOB POSTINGS, TECH & COMPUTER-RELATED OCCUPATIONS

Occupation	Unique Job Postings – Q4 2024	Change from Q3 2024
Software Developer	146,539	-7%
Software Quality Assurance Analyst	10,891	-3%
Computer Occupations, All Other	133,506	-7%
Computer Systems Analyst	25,707	-6%
Network and Computer System Administrator	18,700	-1%
Information Security Analyst	11,536	-10%
Computer and Information Systems Manager	5,335	+7%
Computer Programmer	5,840	-30%
Database Administrator	24,065	-6%
Computer Hardware Engineer	3,874	-8%
Computer Network Architect	25,119	-6%
Total/Average Change	**411,112**	**-7%**

Sources: Lightcast, Dexian analysis

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PROFESSIONAL SERVICES STAFFING TRENDS

PROFESSIONAL & BUSINESS SUPPORT SKILLS MOST IN DEMAND

	Q3 2024	Q4 2024
1	Program Manager	Business Analyst Technical
2	Business Analyst - Technical	Program Manager
3	Project Manager – Non-Technical	Project Manager – Non-technical
4	Data Analyst	Data Analyst
5	Administrative Assistant	Business Process Analyst
6	Business Process Analyst	Business Analyst – Non-Technical
7	Business Process Analyst – Non-Technical	Administrative Assistant
8	Scrum Master	Accounting Management
9	Project Manager – APP DEV	Scrum Master
10	Call Center Support	Project Manager – APP DEV

Sources: Dexian

FASTEST/LONGEST TIME-TO-FILL SKILL SETS

Fastest	Slowest
Sales Support	Digital Imaging Technician
Logistics	Configuration Manager
Mortgage Services	Legal Administration
Inventory Management/Property Control	Debit & Credit Support
Office Management	Executive Assistant
Payroll	Dispatcher
Compensation	System Analyst
Benefits	Internal Audit
General Clerk	Accounts Receivable
Warehouseman	HR Generalist

Sources: Dexian

| UNIQUE JOB POSTINGS, TECH & COMPUTER-RELATED OCCUPATIONS		
Occupation	**Unique Job Postings – Q4 2024**	**Change from Q3 2024**
Call Center Agents	138,747	-9%
Recruiters	51,761	-8%
Administrative Assistants	95,003	-31%
General Clerks	3,991	-74%
Data Entry Clerks	7,244	+11%
Accounts Payable/Receivable Clerks	48,795	-10%
Financial Analysts	39,554	-5%
General Ledger Accountants	55,467	-13%
Compliance Specialists	15,722	-13%
HR Generalist	51,761	-8%
Accounting Managers	77,242	-5%
Total/Average Change	**585,287**	**-15%**

Sources: Lightcast, Dexian analysis

WORKPLACE TRENDS

SOFT SKILLS REMAIN MORE THAN RELEVANT

Soft skills still reign supreme

Over six in 10 U.S. employees agree soft skills are more important now than ever, especially as the role of artificial intelligence in the workplace grows.
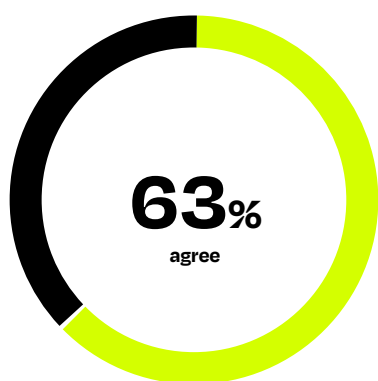
The rise of artificial intelligence in the workplace is inspiring workers to upskill, but soft skills are still a priority. Just over six in 10 U.S. employees (63%) believe soft skills are more important now than ever, according to the latest findings of LinkedIn's Workforce Confidence survey.

Separate LinkedIn data shows that soft skills — like communication, problem-solving, and teamwork — are closely linked with faster promotions.

That said, half of workers also believe that gaining new AI skills will help them progress in their careers. And job seekers are even more likely to agree: 55% of employed job seekers indicated that they see the benefit in AI upskilling compared to 49% of employees who are not actively searching for a new job.

63% agree

Source: LinkedIn Market Research

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2025 HIRING HEADWINDS

Decision-Makers' Top Hiring Challenges	Decision-Makers' Top Hiring Challenges
Competition for top IT talent (67%)	Higher salary expectations (40%)
Shortage of specialized IT talent (54%)	Skill gaps (32%)
Remote position expectations (44%)	Competition for top talent (30%)
Rising salary expectations (39%)	Integrating AI and automation into recruiting (29%)

While all employers expect a range of challenges to hiring talent in 2025, they diverge when it comes to hiring tech talent – particularly around salary expectations, remote work dynamics, and competition for top talent.

Sources: Dexian's 2025 WorkFutures Survey