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# Talent Trends Report

Q2 2025





# GETTING SKILLED AT SKILLS-FIRST HIRING

One of the most compelling trends that emerged from our latest research is an overall relaxation of traditional hiring criteria and a new trending mindset regarding what should be deemed most valuable when evaluating a candidate. Simply put, this means holistically assessing and selecting candidates based on their specific skills, abilities, and competencies relevant to the job role, rather than relying solely on traditional qualifications such as education and experience.

In addition, employers are entertaining other strategies to solve hiring shortages and challenges, including:

- Focus on skills and potential over traditional credentials (50%)
- Offer more remote positions (49%)
- Invest in internal talent development and mobility (44%)
- Prioritize hiring skills over geographic location (41%)
- Hire more contract IT talent (37%)
- Relax degree-centric hiring requirements (36%)

While jobs can require specific technical skills to succeed, the question remains: which

competencies will truly help professionals thrive in a technology-driven workplace? Most workers (74%) believe digital skills will be extremely/very important for job seekers across all industries by 2027. And, according to IT decision-makers and workers, the top skill sets include:

- Critical thinking and problem solving
- Tech savviness and digital literacy
- Creativity and innovation
- Remote collaboration and virtual communication
- Emotional intelligence and adaptability

In fact, nearly all employers (92%) and workers (94%) agree their organization will put more emphasis on “human skills” alongside technical expertise.

I look forward to sharing more trends and research findings in next quarter’s Talent Trends Report.

I hope that you find these insights and this report helpful in navigating the labor market and informing your hiring and retention efforts.

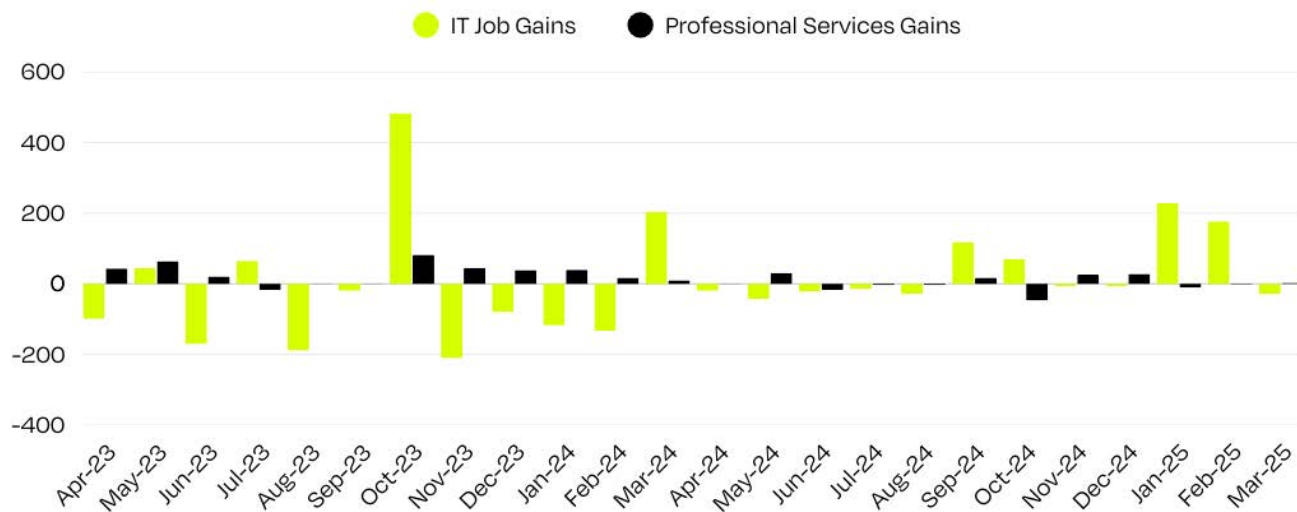
**Maruf Ahmed, Dexian CEO**

# KEY NATIONAL LABOR DATA

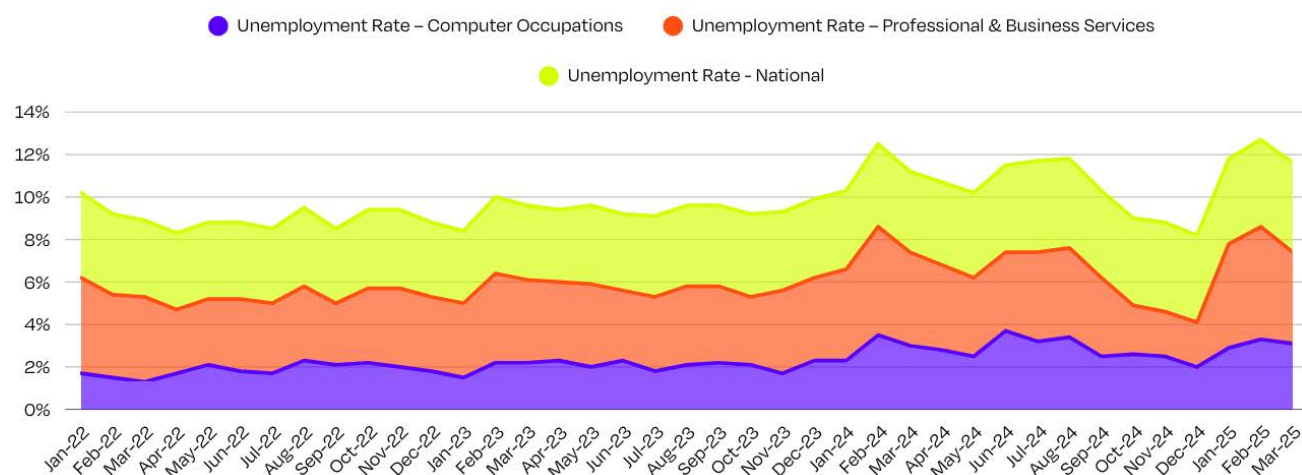
## MONTHLY IT & PROFESSIONAL SERVICES JOB GAINS

The professional and business services sector changed little over the first quarter in 2025. Meanwhile, key measurements of tech hiring activity delivered conflicting signals in March as uncertainty factors accelerated, according to CompTIA. Across all industry sectors, tech employment declined by an estimated 29,000 jobs.

Sources: CompTIA, BLS



## SECTOR & NATIONAL UNEMPLOYMENT RATES



Both the IT and Professional & Business Services unemployment rates dropped in the last month of Q1. While national job gains came in above projections for March with a total of 228,000, the national unemployment rate still rose slightly to 4.2%.

Sources: BLS, CompTIA

# THE LATEST IN IT HIRING TRENDS

After a surprisingly strong start with 228,000 IT jobs added in January, IT employment remained essentially flat, down 0.02% in March, according to TechServe Alliance, the national trade association for the IT & Engineering Staffing and Solutions Industry. On a year-over-year basis, IT employment grew by 0.56%, adding 29,500 jobs.

Sources: TechServe Alliance

IT STAFFING EMPLOYMENT				
March 2025	TechServe Alliance IT Employment Index	Computer Systems and Design Services	Management and Technical Consulting Services	Data Processing, Hosting and Related Services
Number of Jobs	5,280,400	2,428,800	1,878,000	490,500
Change from Previous Month	-0.02%	-0.34%	+0.13%	+0.37%
Change from March 2024	+0.56%	-0.35%	+1.11%	+1.07%

IT SKILLS MOST IN DEMAND		
	Q4 2024	Q1 2025
1	1. Application Production Support	1. Application Production Support
2	2. JAVA Developer	2. JAVA Developer
3	3. System Engineer	3. .NET Architect
4	4. .NET Architect	4. System Engineer
5	5. SAP Developer	5. .Net Developer
6	6. User Experience (UX) Web Designer	6. SAP Developer
7	7. .NET Developer	7. Other Application Developer
8	8. Other Application Developer	8. Desktop Support
9	9. Product Manager	9. Product Manager
10	10. Cloud Engineer	10. Workday

Sources: Dexian

**FASTEST/LONGEST TIME-TO-FILL SKILL SETS**

<b>Fastest</b>	<b>Slowest</b>
SharePoint Admin	Incident Response
SQL Server Developer	Director of Infrastructure
Network Engineer	Quant Developer
Info Security Administrator	Info Security Analyst
Data Scientist	Azure
PC Tech	Information Architect
Oracle Developer	Performance Tester
Auto Tester	Cybersecurity Engineer
Network Administrator	Oracle DBA
Big Data Developer	Manual Tester

Sources: Dexian

**UNIQUE JOB POSTINGS, TECH & COMPUTER-RELATED OCCUPATIONS**

<b>Occupation</b>	<b>Unique Job Postings – Q4 2024</b>	<b>Change from Q3 2024</b>
Software Developer	154,919	+6%
Software Quality Assurance Analyst	15,103	+39%
Computer Occupations, All Other	111,512	-16%
Computer Systems Analyst	33,810	+32%
Network and Computer System Administrator	16,686	-11%
Information Security Analyst	10,549	-9%
Computer and Information Systems Manager	7,331	+37%
Computer Programmer	4,712	-19%
Database Administrator	22,298	-7%
Computer Hardware Engineer	4,409	+14%
Computer Network Architect	27,279	+9%
<b>Total/Average Change</b>	<b>408,608</b>	<b>+7%</b>

Sources: Lightcast, Dexian analysis

# PROFESSIONAL SERVICES STAFFING TRENDS

## PROFESSIONAL & BUSINESS SUPPORT SKILLS MOST IN DEMAND

	Q3 2024	Q4 2024
1	1. Program Manager	1. Business Analyst Technical
2	2. Business Analyst - Technical	2. Program Manager
3	3. Project Manager – Non-Technical	3. Project Manager – Non-Tech
4	4. Data Analyst	4. Data Analyst
5	5. Administrative Assistant	5. Business Process Analyst
6	6. Business Process Analyst	6. Business Analyst – Non-Tech
7	7. Business Process Analyst – Non-Technical	7. Administrative Assistant
8	8. Scrum Master	8. Accounting Management
9	9. Project Manager – APP DEV	9. Scrum Master
10	10. Call Center Support	10. 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 – Q1 2025	Change from Q4 2024
Call Center Agents	149,977	+8%
Recruiters	56,279	+9%
Administrative Assistants	95,140	+1%
General Clerks	5,687	+42%
Data Entry Clerks	8,191	+13%
Accounts Payable/Receivable Clerks	51,132	+5%
Financial Analysts	56,311	+42%
General Ledger Accountants	62,844	+13%
Compliance Specialists	24,279	+54%
HR Generalist	56,279	+9%
Accounting Managers	80,693	+4%
<b>Total/Average Change</b>	<b>646,812</b>	<b>+18%</b>

Sources: Lightcast, Dexian analysis

## WORKPLACE TRENDS

### WHO'S READY TO MAKE A MOVE?

#### The professionals most interested in job hopping

These are the job functions where workers are most- and least-likely to be planning to leave their current employers.

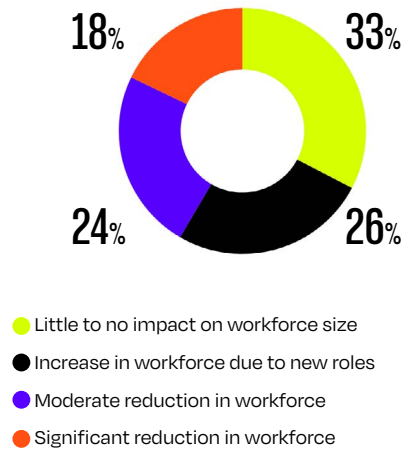
Most Likely Functions	Least Likely Functions
Product management	Real estate
Marketing	Business development
Military and protective services	Consulting
Human resources	Quality assurance
Community and social services	Legal

In today's evolving job market, marked by economic uncertainty and AI-driven disruption, many U.S. professionals are rethinking their next career steps. According to LinkedIn's latest Workforce Confidence survey, some roles are more likely than others to be eyeing the exit.

Product managers top the list of professionals most likely to seek new opportunities, followed closely by marketers and individuals in military and protective services. Human resources (HR) and community and social service workers are also showing above-average interest in making a move.

On the flip side, some workers are holding steady. Realtors are the least likely to be exploring new opportunities, along with business developers, consultants, quality assurance experts, and legal professionals.

Source: LinkedIn Market Research

**READY, SET, AUTOMATE****Automation's impact on the Workforce**

Second only to bias in AI-driven hiring processes, job displacement due to automation is workers' biggest concern about the impact technology may have on the job market in 2025. And for IT workers, their second biggest concern about working in a job or industry driven by evolving technologies is "job security and stability."

On the other hand, as you can see from the chart, employers vary widely on the influence automation will have in their workforce requirements in 2025.

Meanwhile, about one-third (32%) of employers expect to change their approach to talent acquisition and recruitment by increasing their use of AI and automation in screening.

Sources: Dexian's 2025 WorkFutures Survey