

dexian®



Talent
Trends Report

Q2 2026



MARUF'S TAKE

AI, RAIN, AND RESILIENCE

A lot of the time, energy around technology goes toward capability: what's faster, what's new, what's next. Less of that energy goes toward whether any of it reaches the people who need it most. At Dexian, being In the Business For Good is a practical responsibility, and the way we measure it is simple: does a solution reduce risk or create stability where there wasn't much before?

We put this thinking to work with small farming communities across India. Farming has become harder to plan for in many regions. Conditions that once guided planting decisions are no longer consistent, and small shifts can have outsized consequences for a season's outcome. Uncertainty becomes a daily reality when so much depends on getting a single decision right.

We saw both an obligation and an opportunity to help reduce that uncertainty. Dexian's Agricultural Information Exchange Platform (AIEP) is the result: an AI-powered solution that translates complex agricultural data into localized, immediately usable guidance. AIEP delivers practical advice on planting timing, crop selection, irrigation, and soil health in farmers' own languages and through mobile technology, without requiring users to understand

what powers it.

Farmers using AIEP are better equipped to adapt to changing conditions and stabilize income over time. The platform also supports more sustainable practices by helping to conserve water and protect soil, so that productivity today does not come at the expense of future generations.

AIEP is now part of how farmers across these regions plan their seasons and protect their livelihoods. For Dexian, this is what being in the business for good looks like in practice: using our capabilities and global reach to expand opportunity for people whose work feeds entire communities.

This is the benchmark we continue to set for ourselves. Every solution we deliver should leave the world around it better than we found it.

I hope this report is useful to you. As always, there's more ahead.

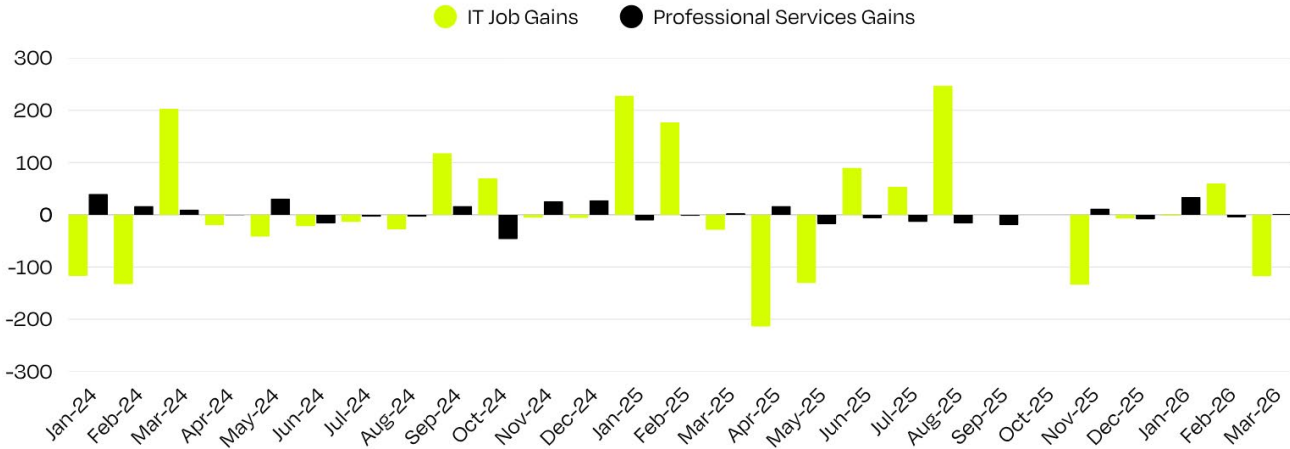
Maruf Ahmed, CEO

KEY NATIONAL LABOR DATA

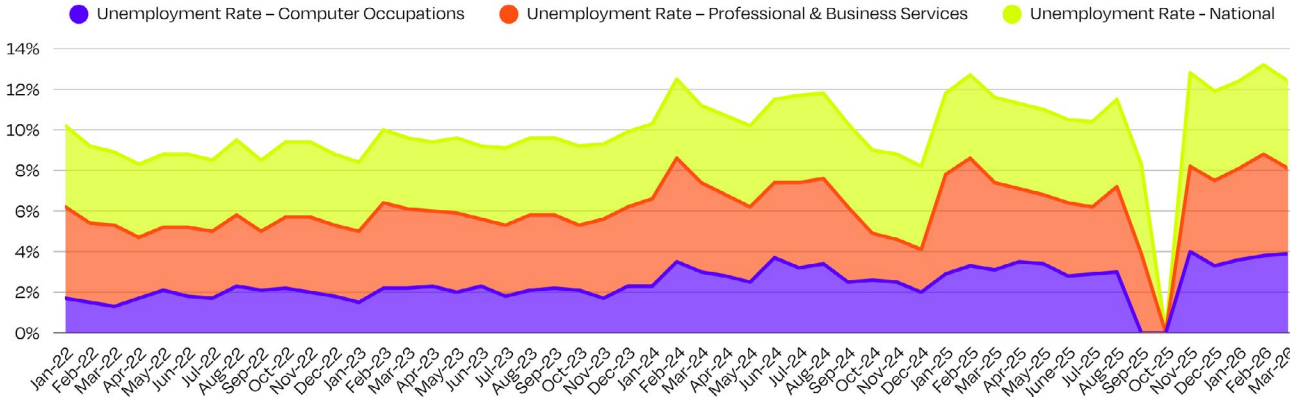
MONTHLY IT & PROFESSIONAL SERVICES JOB GAINS

Total nonfarm payroll employment rose by 178,000 in March 2026, while the unemployment rate was essentially unchanged at 4.3 percent. Job gains were concentrated in health care, construction, transportation and warehousing, while federal government and financial activities continued to lose jobs. Average hourly earnings for all private nonfarm employees increased 0.2 percent over the month and 3.5 percent over the year.

Sources: CompTIA, BLS



SECTOR & NATIONAL UNEMPLOYMENT RATES



The unemployment rate for tech occupations remains below the national unemployment rate. Meanwhile, the unemployment rate for professional and business services rose above the national unemployment rate in January and February of this year.

Sources: BLS, CompTIA

THE LATEST IN IT HIRING TRENDS

© Dexian

While aggregate employment in IT remained effectively flat in March 2026, adding a mere 209 jobs month-over-month, demand is clearly building, 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 0.87%, or 45,695 jobs.

Sources: TechServe Alliance

IT STAFFING EMPLOYMENT			
TechServe Alliance IT Employment Index	March 2026	February 2026	January 2026
Number of jobs	5,245,812	5,245,603	5,244,689
Change from previous month	-0%	+0.2%	+0.4%

IT SKILLS MOST IN DEMAND		
	Q4 2025	Q1 2026
1	Application Production Support	Application Production Support
2	JAVA Developer	.Net Architect
3	.NET Architect	Java Developer
4	SAP Developer	System Engineer
5	.NET Developer	SAP Developer
6	System Engineer	.Net Developer
7	Workday	Workday
8	Help Desk	Other Application Developer
9	Automated Tester	Product Manager
10	Product Manager	Help Desk

Sources: Dexian

FASTEST/LONGEST TIME-TO-FILL SKILL SETS

Fastest	Slowest
Application Packager	PC Tech
Cable Technician	Other Infrastructure
Mainframe Developer	Database Developer
PHP Developer	Angular JS
Tableau Developer	Citrix Engineer
Mobile App Developer	Informatica Developer
Storage Architect	JD Edwards
Performance Tester	JavaScript Developer
PeopleSoft Developer	Cloud Engineer
Infrastructure Security	Information Architect

Sources: Dexian

UNIQUE JOB POSTINGS, TECH & COMPUTER-RELATED OCCUPATIONS

Occupation	Unique Job Postings – Q1 2026	Change from Q4 2025
Software Developer	185,012	+39%
Software Quality Assurance Analyst	17,132	+33%
Computer Occupations, All Other	120,430	+27%
Computer Systems Analyst	30,607	+29%
Network and Computer System Administrator	26,423	+33%
Information Security Analyst	6,850	+36%
Computer and Information Systems Manager	10,449	+32%
Computer Programmer	4,587	+16%
Database Administrator	21,284	+1%
Computer Hardware Engineer	5,176	+38%
Computer Network Architect	30,750	+37%
Total/Average Change	458,700	+29%

Sources: Lightcast, Dexian analysis

PROFESSIONAL SERVICES STAFFING TRENDS

©Dexian

PROFESSIONAL & BUSINESS SUPPORT SKILLS MOST IN DEMAND

	Q4 2025	Q1 2026
1	Business Analyst – Technical	Project Manager – Non-Technical
2	Program Manager	Program Manager
3	Project Manager – Non-Technical	Data Analyst
4	Data Analyst	Business Analyst – Non-Technical
5	Accounting Management	Accounting Management
6	Administrative Assistant	Administrative Assistant
7	Business Process Analyst	Business Process Analyst
8	Business Analyst – Non-Technical	Project Manager – APP DEV
9	Call Center Support	Scrum Master
10	Project Manager – APP DEV	Call Center Support

Sources: Dexian

FASTEST/LONGEST TIME-TO-FILL SKILL SETS

Fastest	Slowest
Packer – Crater	Bank Reconciliation
Motor Vehicle Operator	Logistics
Wealth Management Services	Business Development
Data Entry	Accounts Receivable
Instructional Design	Administrative Assistant
Release Manager	Cost Accounting
Contract Management	System Analyst
Accounts Payable	Recruiting Coordinator
Financial Audit	Supply Chain
Call Center Support	Financial Planning

Sources: Dexian

JOB POSTINGS ACTIVITY		
Occupation	Unique Job Postings – Q1 2026	Change from Q4 2025
Call Center Agents	153,021	+5%
Recruiters	60,228	+27%
Administrative Assistants	92,368	+15%
General Clerks	6,248	+29%
Data Entry Clerks	7,609	+25%
Accounts Payable/Receivable Clerks	54,067	+27%
Financial Analysts	62,051	+20%
General Ledger Accountants	73,012	+27%
Compliance Specialists	27,620	+19%
HR Generalist	41,028	-14%
Accounting Managers	100,589	+22%
Total/Average Change	877,841	+18%

Sources: Lightcast, Dexian analysis

WORKPLACE TRENDS

The leaders getting AI right are leading with wisdom over speed. A recent study by Harris Poll and Chief discovered that:

- 87% of women leaders have seen firsthand the risks of prioritizing AI without equal investment in people, underscoring that the human-AI balance is a strategic imperative, not just an HR issue.
- 80% of women leaders are directly shaping their organization's AI agenda, creating governance models, building solutions, and defining how humans and AI agents collaborate.
- 86% say their peer network gives them a competitive edge in navigating AI strategy, and 84% have made smarter, more informed AI decisions thanks to insights from their community.

Together, these findings reveal that speed is not a leadership advantage in the AI era.

Source: The Harris Poll, April 2026

WISDOM VS. SPEED IN AI

What sets these leaders apart?

It's how they think about the human-AI relationship.

78% have personal criteria for what stays human vs. what goes to AI in their work.



80% of women leaders are active players in their organization's AI strategy.

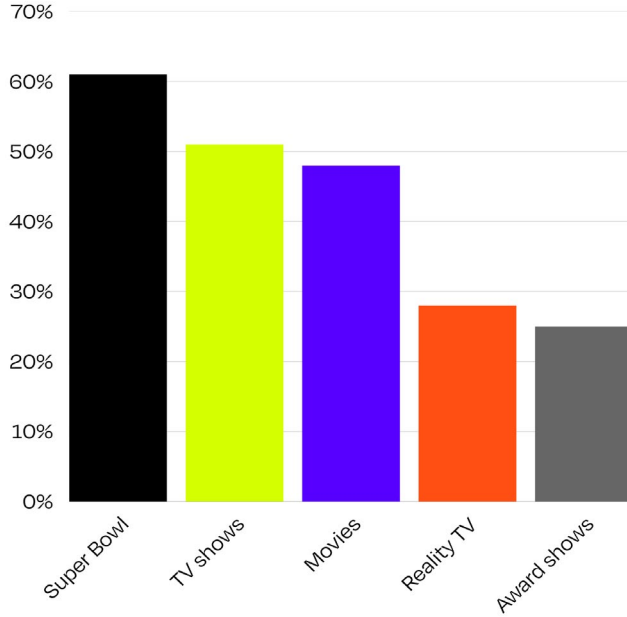


86% of women leaders leverage their peer network as a competitive advantage in navigating AI strategy.



POP CULTURE IN THE WORKPLACE

@Dexian



In most workplaces today, pop culture shows up whether leaders plan for it or not. In our recent survey, 92% of employees said pop-culture topics had come up at work in just the last month. The most common conversation starters were the Super Bowl (61%), TV shows (51%), movies (46.2%), reality TV (27.3%), and award shows like the Grammys or Oscars (26.1%).

These findings mirror broader workforce trends showing that major cultural moments – from championship games to blockbuster releases – spill into work chats, meetings, and breakroom conversations. More than ever before, pop culture has become a default language of the modern workplace.

Source: Dexian Pop Culture in the Workplace Study, February 2026