EXPERT | **LABOR MARKET**

ALGORITHMIC ADVANTAGE

PAWEŁ ŁOPATKA, MANAGING DIRECTOR AT EXPERIS POLAND, AN HR COMPANY AFFILIATED WITH MANPOWER GROUP, WRITES ABOUT THE ANTICIPATED TRENDS IN IT-RELATED HIRING IN 2025.

The global IT landscape is undergoing transformative changes, with advancements in AI, hybrid work models, and demand for specialized skills shaping the industry's trajectory. Based on key industry reports, here are the trends anticipated to define 2025.

AI AND AUTOMATION

Artificial intelligence (AI) and automation remain pivotal in transforming business operations. The demand for AI-based solutions, such as generative AI and machine learning, continues to grow exponentially. Generative AI alone reached a global market value of USD 45 billion in 2023 and is projected to surpass USD 738 billion by 2030.

AI's role extends beyond automating tasks; it supports strategic initiatives such as decision-making, performance analysis, and employee training.

According to Gartner's *2025 Top Strategic Technology Trends*, trends like agentic AI (artificial intelligence systems that possess a certain level of autonomy, decision-making capabilities, and the ability to act on behalf of users or in specific environments) and autonomous AI platforms are poised to revolutionize IT infrastructure. However, successful integration requires addressing regulatory concerns and ensuring workforce readiness. Ethics and governance in AI implementation are critical. Organizations must adopt robust AI governance platforms to mitigate risks like data misuse and bias.

HYBRID WORK MODELS

Hybrid work models are solidifying their place in the IT industry. JustJoinIT reports that 46.27 percent of IT job offers in 2024 emphasized hybrid arrangements, compared to only 6.98 percent favoring fully office-based roles. Remote work continues to dominate, with over 60 percent of IT professionals working entirely from home.

This trend not only reflects employee preferences but also enables organizations to access a global talent pool. However, companies must invest in collaboration tools and foster team cohesion to maximize productivity in distributed environments.

Regional examples, such as Europe's rising preference for hybrid work, illustrate the universal shift towards flexible models, further emphasizing the need for scalable infrastructure.

SKILLS IN DEMAND

Specialized skills in AI, cybersecurity, and data analytics, to name a few, are increasingly sought after. According to Experis, 51 percent of IT employers globally plan to expand their teams in Q1 2025, with high demand for roles like AI, ML, JavaScript, Java, and data engineering professionals.

Emerging roles such as "prompt engineers"—specialists who optimize generative AI prompts—highlight the evolving nature of IT careers. JustJoinIT notes that professionals in AI/ML and DevOps command some of the highest salaries, further emphasizing the need for advanced technical expertise.

STRATEGIC AI ADOPTION

AI adoption is accelerating across industries. Gartner identifies key trends, including hybrid computing and post-quantum cryptography, as critical for maintaining competitive advantages. By 2027, 81 percent of global employers are expected to deploy AI tools, up from 52 percent in 2024.

This widespread adoption underscores the importance of ethical AI implementation. Organizations must invest in robust data governance and upskilling initiatives to maximize AI's potential while addressing privacy and ethical dilemmas. Gartner's insights suggest that spatial computing and polyfunctional robots will further integrate human-machine synergy into workplaces.

FASTEST-GROWING IT JOBS

The World Economic Forum's "Future of Jobs Report 2025" highlights six of the fastest-growing jobs within the IT sector:

• Big Data Specialists: Managing, analyzing, and interpreting large datasets.
• FinTech Engineers: Advancing digital banking, blockchain technology, and AI-driven financial solutions.
• AI and Machine Learning Specialists: Developing and optimizing machine learning models.
• Software and Applications Developers: Customizing software solutions for enterprise needs.
• Security Management Specialists: Protecting organizations from evolving cyber threats.
• Data Warehousing Specialists: Managing large-scale storage and retrieval systems efficiently.

GLOBAL TALENT OUTLOOK

The IT talent market is stabilizing, with demand for experienced professionals outpacing opportunities for juniors. Experis highlights that global IT hiring expectations have risen to a Net Employment Outlook of 37 percent, reflecting cautious optimism in the sector.

However, challenges persist. ManpowerGroup's survey reveals that workforce skill gaps and high implementation costs remain significant barriers to AI adoption.

THE CIO AGENDA

The CIO Agenda emphasizes the importance of aligning technology investments with strategic business goals. Key insights include:

• Digital Acceleration: Integrating AI, advanced analytics, and automation to improve efficiency and customer experiences.
• Sustainability: Rising investments in green IT solutions to meet sustainability targets and enhance energy efficiency.
• Cybersecurity Resilience: Investing in advanced security frameworks, including AI-driven threat detection and post-quantum cryptography.
• Talent Transformation: Shifting workforce strategies toward continuous upskilling to leverage new technologies effectively.

These priorities reflect a broader shift in how technology leaders position their organizations for long-term success. By focusing on innovation, resilience, and sustainability, businesses can navigate the complexities of 2025 and beyond.

The year 2025 promises to be transformative for the IT industry. With advancements in AI, hybrid work models, and specialized skills, businesses have the opportunity to drive innovation and achieve sustainable growth. However, success will require a balanced approach—leveraging cutting-edge technologies while addressing workforce readiness, ethical considerations, and regulatory compliance.

At Experis, we believe in a people-first approach to navigating these changes. By prioritizing workforce development, fostering collaboration, and adopting ethical AI practices, we help organizations unlock their full potential in this dynamic environment. Our commitment to building a resilient and innovative IT workforce ensures that our clients are not just adapting but thriving in the face of change.