

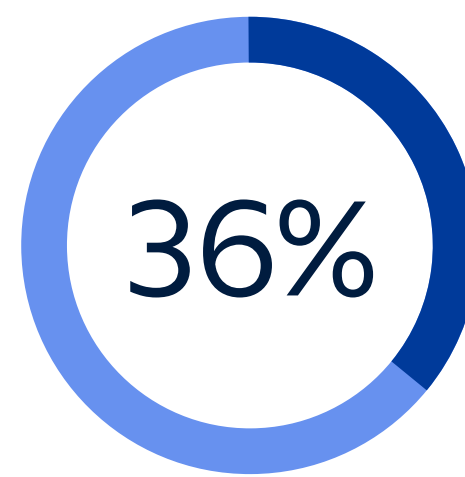
2025 Indeed Tech Talent Report

The results of our 2025 tech talent survey reveal how much has shifted over the past year—from changing job seeker priorities to the growing impact of AI on hiring. Here are a few key findings shaping the current state of tech recruitment.



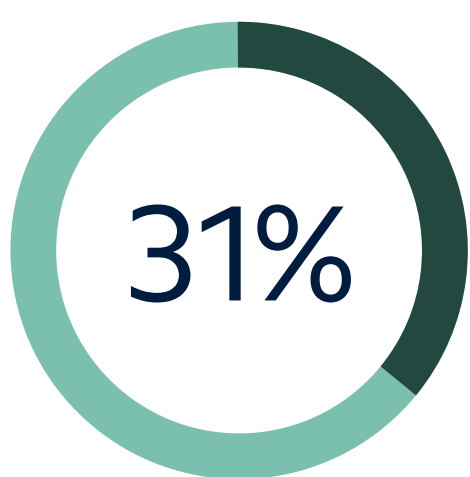
The hiring squeeze and rise of AI

Following a sharp post-pandemic drop, tech job postings on Indeed have remained weak since mid-2023. Some analysts point to a correction after the previous hiring surge, while others suggest artificial intelligence (AI) may be tempering the demand for tech talent.

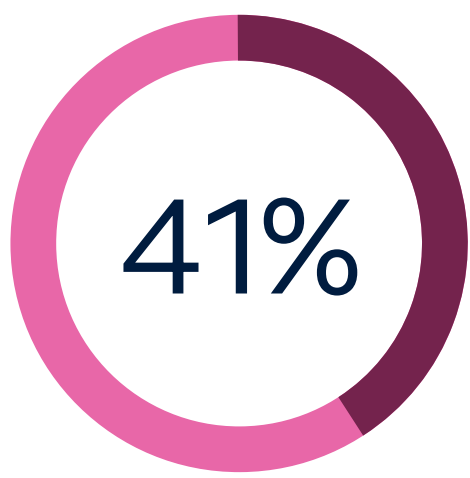


US tech job postings down 36% from Feb 2020 to Jul 2025

Source: Indeed data, US



of tech workers concerned about layoffs



of tech workers likely to look for a new job if their company had layoffs that didn't directly impact them

Source: 2025 Tech Talent Survey, YouGov

Concerns about layoffs vs. AI

While Glassdoor did observe an overall decline in optimism for the tech industry, most tech workers aren't currently losing sleep over job security.

Older generations feel much more secure in their jobs than their younger, less experienced counterparts.

Concerned AI may take over their role



Source: 2025 Tech Talent Survey, YouGov

Tech workers do their homework

Compared to other job seekers, knowledge workers typically do more research before submitting an application.

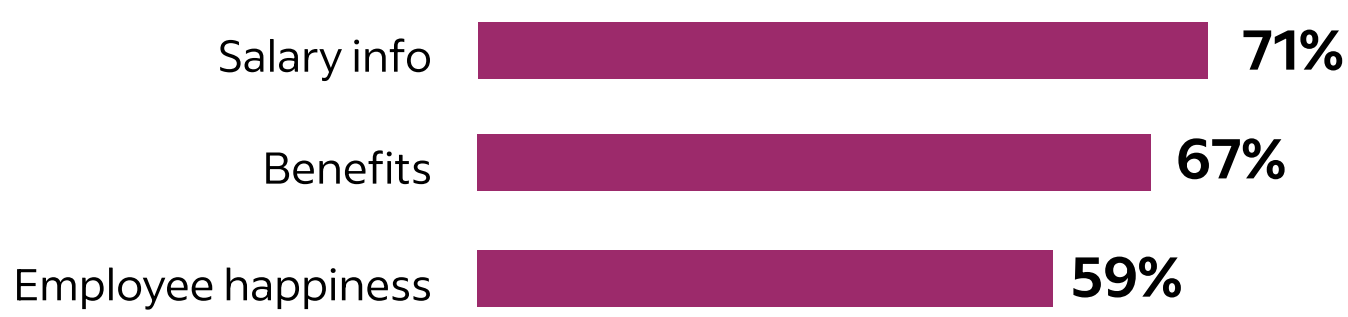
2.5X

Knowledge workers are 2.5 times more likely on average to have multiple clicks revisiting a single job

Source: Indeed data, US

Type of research conducted

Active job seeker (any research)



Source: 2025 Tech Talent Survey, YouGov. Question: What do you look for when researching a company?

What do tech workers want?

Employee happiness leapt into third place behind salary and benefits on the list of tech talent priorities. This underscores the growing value today's workers place on wellbeing and a positive culture at work.

Dive deeper

[Download the full report](#) for more insights on the current tech hiring landscape.