

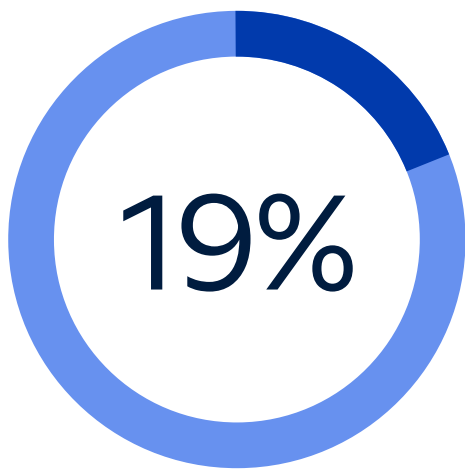
2025 Indeed Tech Talent Report



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.

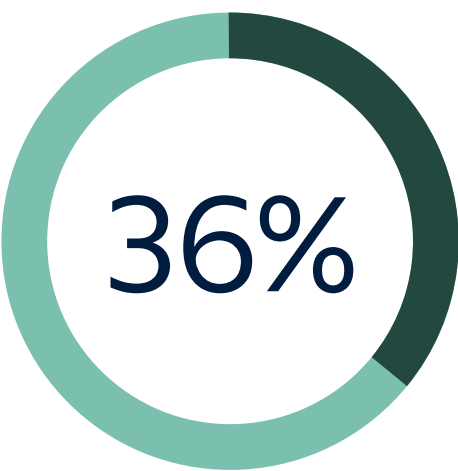
The hiring squeeze and rise of AI

As of mid-2025, the Canadian tech hiring freeze has entered its third year, a sea change from the booming conditions in the immediate aftermath of the pandemic. We may now be entering a new phase in tech hiring — one shaped by the rise of AI, increased requirements, and less demand for entry-level talent.

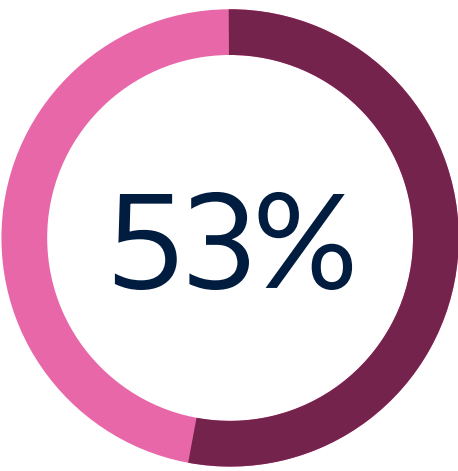


Canadian tech job postings down 19% from Feb 2020 to Jul 2025

Indeed data, Canada



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

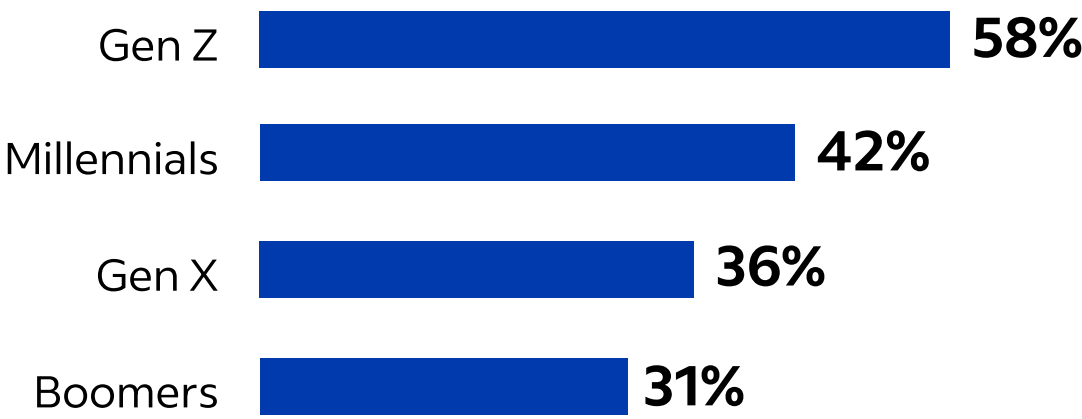
2025 Tech Talent Survey, YouGov

Concerns about layoffs vs. AI

While Glassdoor did observe an overall decline in optimism for their industry, just over a third of tech workers say they're concerned about layoffs.

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

Concerned AI may take over their role



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.

4X

Knowledge workers are 4 times more likely on average to have multiple clicks revisiting a single job

Indeed data, Canada

Type of research conducted

Active job seeker (any research)



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

What do tech workers want?

Like their US and UK counterparts, Canadian tech workers have salary and benefits top-of-mind when researching job roles. However, while they do care about an organization's overall rating, information about company leadership matters significantly less to Canadians.

Dive deeper

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