



3,646
respondents



162,500
data points

Routes into technology are changing

40% came to tech from an alternative path



53
countries

Hybrid working

52%
consider it very important

50%
wouldn't consider a role without it

40%
would accept a lower salary to work from home more



76%
men

22%
women

0.4% non-binary
1.6% prefer not to say

48%
permanent

32%
contract

13%
freelance

Job satisfaction

55%
happy in their role

40%
plan to leave within a year



53%
have seen work-load increase

Pay and perks

45%
received a pay rise last year



21%
received a promotion

47%
expect a pay rise next year

58%
get additional monetary compensation

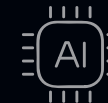
41%
are happy with their pay

Harvey Nash.

Harvey Nash Tech Talent & Salary Report 2026

AI

22%
think AI will perform half or more of their job role in 5 years



17%
have advanced implementation

20%
lack a clear AI strategy

36%
are actively upskilling

75%
have access to AI tools

LinkedIn insight

Hiring of AI Engineering talent has grown by more than 25% year over-year in 2025, marking the fastest pace since the start of the generative AI (GAI) wave. Big tech and well-funded private startups are competing fiercely for talent.

Although the fastest growth of AI talent is in Technology (up 3x since January 2017), Education (2.9x), and Professional Services (2.7x), other industries such as Financial Services (2.5x) and Utilities (2.4x) are rapidly growing their share of AI talent.

Source: AI Market Update: Tracking AI adoption and skills in the US economy (September 2025)