

Europe IT Staffing - Market Share Analysis, Industry Trends & Statistics, Growth Forecasts (2025 - 2030)

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Report description:

The Europe IT Staffing Market size is estimated at USD 31.41 billion in 2025, and is expected to reach USD 41.26 billion by 2030, at a CAGR of 5.61% during the forecast period (2025-2030).

The trend of an expanding contingent workforce is a major driver of the region's IT staffing market's expansion. Large IT companies prioritize outsourcing specific business functions for their organization's scalability, flexibility and decreased risk.

Key Highlights

- Further digital developments and technologies, such as data analytics, robotics, the internet of things, blockchain, AI, and machine learning, are compelling businesses to adopt fresh and creative project execution strategies. These tasks usually need skills that are hard to obtain in a single specialist. Hence, recruiting workers with the most talent at the lowest cost possible encourages IT staffing companies to run effectively.
- There is currently a greater need for IT security specialists due to changes in IT staffing. This includes the staff members responsible for security operations, information security officers, analysts, support engineers, cyber defense specialists, threat vulnerability engineers, and network security technicians.
- Under a proposed concept, gig workers in the EU would not be regarded as self-employed, but rather would be given the status and privileges of employees. A proposal from the European Commission would make substantial progress in creating digital platforms to manage their gig employees. Indirectly, this will benefit Europe's IT staffing industry.
- The region's tendency toward staffing automation enables staffing and recruiting firms to set up an automated, repeatable operating system in their hiring procedures. These methods are computerized and meant to improve the hiring experiences of the candidates and clients. Because HR automation will reduce their market share in the future, the automation of recruiting in the European region presents a significant challenge for IT staffing providers.

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- The transition from work done in offices and other physical locations to work done remotely was one of the most major developments brought about by the COVID-19 pandemic in the corporate sector. When the geographical constraints were removed, European IT staffing companies could service new clients in new regions and draw candidates from recent locales and possibly new countries. On the other hand, as geographical boundaries disappeared, new competitors appeared, endangering a staffing firm's current clientele.
- European IT staffing companies have an additional opportunity to serve as consultants and business partners, advising clients on their talent options and strategies due to the growing complexity.

Europe IT Staffing Market Trends

Emergence of Technologies, such as AI and IoT is Expected to Drive the Market Growth

- The fast digitalization of the region's industries has increased the need for IT staffing in Europe, despite factors such as rising prices and interest rates, supply chain bottlenecks, and the effects of the Ukraine crisis. AI and IoT applications are becoming more popular in Europe, presenting chances for IT staffing firms. Multinational corporations are investing in the area to advance technological start-ups, which will afterward support the expansion of the IT staffing market. As an illustration, Google for Start-ups recently established a USD 2 million grant fund to support the growth of the European digital sector. Forty European tech start-ups will now receive funding from the fund, which was eventually quadrupled to USD 4 million.
- Almost every industry is transitioning to operations based on internet apps, from BFSI to retail. For both users and enterprises, it is becoming more practical. Every sector needs robust backend IT support for this application because it requires regular updates. The need for an IT workforce is growing, driving growth in the local IT staffing market. In Europe, for instance, Western Union, a leader in cross-border, cross-currency money movement and payments, has teamed with Marqeta to integrate its solution into Western Union's next-generation real-time multi-currency digital wallet and digital banking platform. With payments made to a physical or virtual Visa card using Marketa's advanced card issuing infrastructure, Western Union's remittance service will be accessible online.
- Over the past ten years, B2B payments and processes have gradually shifted to digital, and fintech has been a significant factor in this change. Although there has been a noticeable trend toward more inventive and, most crucially, digital solutions that facilitate B2B operations and payments in the region, paper cheques are still regularly utilized for B2B payments in Europe. These changes are indirectly stimulating the IT staffing market in the area. For instance, the international payments platform Kapaga provides business bank accounts and multi-currency payment services to Businesses in the United Kingdom.
- Additionally, Microsoft and Caixa Bank, the biggest bank in Spain, have committed to working together to establish an AI innovation lab and create metaverse hybrid work environments. The two firms will use AI to develop solutions like a mixed work environment in the metaverse and other "immersive" virtual settings to facilitate interactions between Caixa Bank employees and customers through the new laboratory. The AI innovation lab in Barcelona will be developed with assistance from Caixa Bank Tech, the bank's new IT division. Positive effects will result for the European IT staffing industry.
- In the region where the demand for IT personnel with specialized abilities is rising in Europe, many fintech organizations are sprouting up. As a result, there is a chance for the local IT staffing industry to expand. For instance, Monty Financial, a brand-new fintech business based in the UK, has used artificial intelligence (AI) and actual human interaction to introduce its banking and payment solutions across Europe. The company's two main products are Monty Pay, a digital payment gateway system, and My Monty, a digital banking service.

United Kingdom to Witness the Highest Growth Rate

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- Adopting on-demand staffing platforms has increased in the manufacturing, travel & transportation, and retail sectors. The need for on-demand staffing platforms is growing in the UK due to the spike in business and organization demand for flexibility in finding the best candidate.
- In the upcoming years, the usage of on-demand staffing platforms in the region will increase due to the expanding use of AI in online recruitment and new platforms for streamlining the hiring process.
- Moreover, during the global pandemic, the demand for remote work surged due to organizations transitioning from conventional workplace methods to work-from-home scenarios. These impacts had to be carefully concerned in the context of the organization's cybersecurity as more and more personal unsecured devices started accessing the organization's network; the risk of compromising network security went up across the region.
- For instance, the Staffing Executive Regulatory Outlook (SERO) assessment of the regulatory environment in 13 countries was conducted in November 2022. According to the results, the staffing industry will experience negative changes in the UK, Netherlands, and Italy during the next six months.
- Because of this, the demand for immediate staff requirements tends to increase across various industries. This is expected to support the Europe on-demand staffing platforms market expansion.

Europe IT Staffing Industry Overview

The IT staffing industry is highly fragmented due to several players operating in the market. The increasing demand for specifically trained personnel in AI, IoT, and Software development fosters market growth to have a competitive edge over others.

In October 2023, Randstad NV, one of the world's largest staffing firm set out a 'partner for talent' strategy to be the world's most equitable and specialized talent company, Where this new specialisation approach ensures that talent receive the focused support that they require and clients receive the specialized skills and expertise that their business needs

In November 2022, Aquent announced, and Recruiting Business, and Vitamin T Brand became 'Aquent Talent' To Address the High Demand for Specialized Remote Workers, together they form a comprehensive set of solutions, including specialty recruiting, talent experience, creative strategy, project management, and training and upskilling to improve team performance, productivity, creative skills and capabilities, and brand and customer experience.

In June 2022, Soft garden e-recruiting GmbH, a developer of innovative HR software solutions based in Germany, has been sold to Grupa Pracuj, the parent company of several Eastern European job board companies, according to Investcorp Technology Partners, a technology investor.

Additional Benefits:

- The market estimate (ME) sheet in Excel format
- 3 months of analyst support

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