



Pulse of the hiring market – April 2026

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Valenco asked respondents how confident they were of finding a job, how actively were they being solicited or applying for one, and by / to which companies.

Respondent profile – A majority of respondents were sales and delivery / corporate functions professionals with technology companies in USA and with 20+ years of experience,

Summary of findings

Confidence of finding a job 2026

- a) 58% respondents are confident or very confident of finding a new job. On par with 2025 but still below the 83% peak reached in the 2021-23 period.
- b) Slight improvement in confidence in salespersons, larger improvement in those not in sales or delivery but a slight dip in confidence of delivery professionals.
- c) Slight improvement in the USA but a dip in India.

Hiring heat map – previous 12 months

- a) 72% respondents found a job posting or were referred to / solicited or applied for a new job in the past 12 months. This is a small dip from 78% in the 2025 survey.
- b) In the last 12 months, sales professionals are seeing more openings/applying more actively.
- c) In contrast sharp drop in role opening/applications by IT delivery professionals in the past year.

Job openings & solicitations in 2026

- d) Compared with 43% in the 2025 survey, 54% respondents mentioned that they are being solicited more by recruiters and seeing job openings in 2026. This is a 4 year high.
- e) Across the board uptick in recruiter outreach / job openings in the USA for sales, delivery and staff roles.
- f) Job openings / solicitations in India similar to 2025.

Where are respondents applying or getting solicited – previous 12 months

- a) Among large companies, the highest postings/solicitations were from Cognizant, followed by TCS, HCL and Infosys.
- b) Among the next tier companies, Persistent and small firms (less than \$200 million revenue) were the most active, followed by LTI Mindtree
- c) Drop in openings/solicitation by hyperscalers and “other companies” which are outside of IT services.
- d) Minor uptick in roles with the CIO organizations.

Detailed results

a. How confident do you feel of finding a job?

	Very confident	Confident	Not too confident
<i>All respondents</i>			
2026	9%	49%	42%
2025	15%	42%	43%
2024	9%	42%	49%
2023	12%	53%	35%
2022	39%	44%	17%

Geography

<i>USA / Canada</i>			
2026	7%	54%	39%
2025	15%	42%	43%
2024	10%	45%	45%
2023	14%	51%	35%
2022	40%	47%	13%
<i>India / other geo</i>			
2026	20%	20%	60%
2025	14%	43%	43%
2024	0%	0%	100%
2023	0%	67%	33%
2022	33%	22%	45%

Profession

<i>IT services sales</i>			
2026	14%	41%	45%
2025	16%	44%	40%
2024	4%	54%	42%
2023	13%	52%	35%
2022	40%	43%	17%
<i>IT delivery</i>			
2026	0%	40%	60%
2025	22%	22%	56%
2024	9%	45%	46%
2023	9%	55%	36%
2022	46%	39%	15%
<i>Others</i>			
2026	0%	84%	16%
2025	0%	67%	33%
2024	25%	0%	75%

2023	11%	56%	33%
2022	22%	56%	22%

Experience

<i>20+ years</i>			
2026	4%	44%	52%
2025	17%	34%	49%
2024	9%	42%	49%
2023	9%	59%	32%
2022	30%	50%	20%
<i>Less than 20 years</i>			
2026	33%	67%	
2025	0%	100%	0%
2024	0%	50%	50%

b. Have you been solicited / applied & how actively?

	Were you solicited or applied for a job in the last 12 months	Are you seeing more solicitations this year compared to the last 2 quarters of 2024
<i>All respondents</i>		
2026	72%	54%
2025	78%	43%
2024	71%	50%
2023	82%	25%
2022	93%	66%

Geography

<i>USA / Canada</i>		
2026	79%	55%
2025	88%	43%
2024	74%	52%
2023	83%	20%
2022	95%	65%
<i>India / other geo</i>		
2026	40%	50%
2025	29%	50%
2024	33%	0%
2023	78%	57%
2022	78%	71%

Profession

<i>IT services sales</i>		
2026	91%	55%
2025	84%	48%
2024	77%	60%
2023	88%	24%
2022	96%	62%
<i>IT delivery</i>		
2026	20%	100%
2025	67%	50%
2024	64%	29%
2023	73%	38%
2022	85%	64%
<i>Others</i>		
2026	50%	33%
2025	67%	0%
2024	63%	40%
2023	67%	17%
2022	89%	88%

Experience

<i>20+ years</i>		
2026	67%	56%
2025	76%	39%
2024	70%	50%
2023	82%	20%
2022	93%	62%
<i>Less than 20 years</i>		
2026	100%	50%
2025	100%	67%
2024	100%	50%

c. Which large IT services companies were the most active

	#1	#2	#3
<i>All respondents</i>			
2026	Cognizant	TCS/Infosys/HCL	
2025	TCS	Wipro	TechM
2024	Cognizant	TechM	Infosys
2023	Cognizant	TechM	Capgemini
2022	Wipro	TechM/TCS	

Geography

<i>USA / Canada</i>			
2026	Cognizant	TCS/Infosys/HCL	
2025	TCS	Cognizant/TechM	
2024	Cognizant	TechM	Infosys
2023	Cognizant	TechM	Capgemini/TCS
2022	Wipro	TCS/TechMahindra	
<i>India / other geo</i>			
2026			
2025	TechM		
2024			
2023	TechM		
2022	Wipro	Accenture	

Profession

<i>IT services sales</i>			
2026	Cognizant	TCS/Infosys.HCL	
2025	TCS	Cognizant/Wipro	
2024	Cognizant	Infosys/TCS	
2023	Cognizant	TechMahindra	HCL/TCS
2022	Wipro	TechMahindra	TCS
<i>IT delivery</i>			
2026			
2025	TechM	Capgemini/TCS	
2024	Cognizant/TechM	Infosys	
2023	Capgemini/Infosys		
2022	TCS	Wipro / Capgemini	
<i>Others</i>			
2026			
2025	Wipro		
2024	Wipro/TechM		
2023	TCS/Cognizant/TechM		
2022	Many companies - tied		

Experience

<i>20+ years</i>			
2026	Cognizant	TCS	HCL
2025	TCS/Wipro		Cognizant
2024	Cognizant	TechM	Infosys
2023	Cognizant/TechM	Wipro/Capgemini	
2022	Wipro	TCS	TechMahindra / Capgemini

<i>Less than 20 years</i>			
2026	Cognizant	HCL	
2025	TCS/TechM		Wipro
2024	Infosys/HCL		

d. Which next tier IT services companies were the most active

	#1	#2	#3
<i>All respondents</i>			
2026	Small firms / Persistent	LTI Mindtree	
2025	LTI & very small firms		Persistent
2024	LTI-Mindtree	Persistent	Smaller companies
2023	LTI-Mindtree	Smallest companies	Mphasis/Persistent
2022	Smallest companies	L&T IT	Mphasis

Geography

<i>USA / Canada</i>			
2026	LTI Mindtree / Persistent	Cofirge	
2025	LTI & very small firms		Persistent
2024	LTI-Mindtree	Persistent/Smaller companies	
2023	LTI-Mindtree	Smallest companies	Mphasis
2022	Smallest companies / L&T IT		Mphasis
<i>India / other geo</i>			
2026	Small firms		
2025	Persistent		
2024			
2023	Smaller companies		
2022	Smaller companies	Smaller companies	

Profession

<i>IT services sales</i>			
2026	LTIMindtree/Persistent		Coforge
2025	Small firms	Persistent	LTIMindtree
2024	Persistent	LTI-Mindtree/Mphasis/Smaller companies	
2023	LTI-Mindtree	Smallest companies	Persistent
2022	Non mainstream companies	L&T IT	Mphasis
<i>IT delivery</i>			
2026	Small firms		
2025	LTIMindtree	Multiple firms	

2024	LTI-Mindtree	Persistent/Mphasis/Smaller companies	
2023	Multiple companies		
2022	L&T IT	Smallest companies / Mindtree	
<i>Others</i>			
2026	Small firms	Persistent	
2025	LTIMindtree		
2024	Smaller companies		
2023	Smallest companies		
2022	Smaller companies	Smallest companies / Mindtree	

Experience

<i>20+ years</i>			
2026	Persistent	Coforge	LTIMindtree/Small firms
2025	Very small firms	Persistent/LTIMindtree	
2024	LTI-Mindtree	Persistent	Smaller companies
2023	Smallest companies	LTI-Mindtree	Persistent/Coforge/Birlasoft
2022	Smallest companies	L&T IT	Multiple companies
<i>Less than 20 years</i>			
2026	Small firms	LTIMindtree	Birlasoft
2025	Birlasoft	LTIMindtree/Persistent	
2024			

e. Where are respondents applying or getting solicited outside of the IT services companies

	Other companies	AWS and cloud providers	IT-CIO groups
<i>All respondents</i>			
2026	13%	13%	13%
2025	30%	24%	8%
2024	22%	13%	19%
2023	20%	20%	21%
2022	66%	28%	20%

Geography

<i>USA / Canada</i>			
2026	5%	9%	9%
2025	31%	26%	9%
2024	19%	13%	19%
2023	22%	22%	22%
2022	65%	28%	23%

<i>India / other geo</i>			
2026	100%	50%	50%
2025			
2024			
2023	0%	0%	14%
2022	71%	29%	

Profession

<i>IT services sales</i>			
2026	10%	10%	10%
2025	26%	19%	11%
2024	15%	10%	25%
2023	19%	17%	19%
2022	62%	29%	18%
<i>IT delivery</i>			
2026			
2025	33%	17%	0%
2024	29%	0%	14%
2023	25%	13%	13%
2022	73%	18%	18%
<i>Others</i>			
2026	33%	33%	33%
2025	50%	75%	0%
2024	40%	40%	0%
2023	17%	50%	50%
2022	75%	38%	38%

Experience

<i>20+ years</i>			
2026	11%	17%	11%
2025	35%	23%	6%
2024	23%	10%	20%
2023	15%	22%	22%
2022	64%	28%	22%
<i>Less than 20 years</i>			
2026	17%		17%
2025	0	33%	17%
2024			

Demographics of participants

Respondent profile - location	USA/Canada	India / other geo's
	85%	15%