

THE *TRUE* COST OF HIRING TECH TALENT IN 2026

Demand for IT Talent Remains High Despite Tech Industry Layoffs

Tech Employment Spotlight

Tech industry employment fell in 2025 as a “no hire, no fire” market turned to major layoffs

But IT roles across sectors grew by nearly 250,000, proving tech talent demand remains strong

Key Talent Gaps

68%

of organizations are understaffed in **AI & ML engineering and operations**

65%

struggle to fill **cybersecurity & compliance** roles

59%

report shortages in **cloud computing** talent

Tech Salaries Surged in 2025 ...

+9.2%

for mid-level
AI engineers

+5.8%

for senior data
warehouse developers

... Leading to a Hiring Power Shift in 2026

52%

of organizations expect to **raise starting salaries** to secure candidates for critical roles

Sources: Motion Recruitment's 2026 Tech Salary Guide, Linux Foundation's 2025 State of Tech Talent report, Robert Half's 2026 Salary Guide

What is Driving the Tech Skills Crunch?



Record-Low Unemployment

- Tech unemployment hit a **historic 2.8%** in 2025



AI Demand Surges but Skills Can't Keep Up

- **94%** of organizations expect **AI to deliver major business value**
- Yet only **1 in 5 leaders** believe their teams are proficient in **AI & big data**



Cloud Boom Continues

- **53%** of businesses plan to **increase cloud adoption** within 18 months



Skills Gaps Stall Growth

- **63%** of employers expect **skills shortages** to be the biggest barrier to transformation through 2030

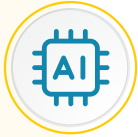


Cybersecurity Under Pressure

- **59%** of organizations report **critical cybersecurity skill gaps** – up from **44%** last year
- Cyber skills shortages = **\$1.57M** extra per breach
- **88%** of organizations suffered at least **one major cybersecurity incident** due to skill gaps
- **69%** dealt with **multiple breaches**

Sources: Addison Group's 2026 Workforce Planning Guide, Linux Foundation's 2025 State of Tech Talent report, World Economic Forum's (WEF) Future of Jobs Report 2025, WEF New Economy Skills: Building AI, Data and Digital Capabilities for Growth, 2025 ISC2 Cybersecurity Workforce Study, IBM's 2025 Cost of a Data Breach report, 2025 ISC2 Cybersecurity Workforce Study

Top Tech Skills Leaders are Willing to Pay More for



AI, machine learning, and data science



Cybersecurity



Cloud computing, security, and architecture



Software and applications development



Data analytics, business intelligence, and reporting

Source: Robert Half's 2026 Salary Guide

Next-Gen Tech, Next-Level Demand

Skills That Pay Premiums

87% of tech leaders now offer **higher salaries** to candidates with **advanced or specialized skills**

Hardest Roles to Hire

AI, automation, and data science – especially those demanding **experienced talent**

Developers Dominate Hiring

Software developers and engineers are the **most in-demand tech roles**, with **40,000+** job postings every month

Source: Robert Half's 2026 Salary Guide, Motion Recruitment's 2026 Tech Salary Guide, Randstad's Global In-demand Skills research report

Tech Pay is Breaking Records

IT Leaders Pay Top Dollar

The median wage across all tech categories hit **\$112,667** – a **127% premium** over national averages

Pay Growth Outruns Inflation

Tech salaries are predicted to rise **8–10%** in 2026, outpacing expected inflation of **2.6%**

Source: CompTIA's 2025 State of the Tech Workforce, Addison Group's 2026 Workforce Planning Guide

2026 Salaries for the Most In-Demand Tech Jobs

U.S. Salary Ranges for Top 15% of In-demand Technology Roles

Job Title	Entry	Mid	Senior
AI/Machine Learning Engineer	\$134,000	\$170,750	\$193,250
Data Engineer	\$127,000	\$156,250	\$180,750
DevOps Engineer	\$118,000	\$145,750	\$173,750
Network Security Engineer	\$119,500	\$145,500	\$169,750
Software Engineer/Developer	\$109,250	\$142,000	\$175,500
Network/Cloud Engineer	\$110,000	\$132,000	\$155,000
IT Project Manager	\$103,500	\$122,750	\$147,000
Data Analyst – Technology	\$96,250	\$117,250	\$138,500
IT Business Analyst	\$92,750	\$111,750	\$134,250
Systems Administrator	\$80,250	\$98,000	\$118,000

Source: Robert Half. 2025 In-Demand Technology Roles and Hiring Trends

2026 Salary Ranges for Top AI and Data Science Jobs

Job Title	Entry	Mid	Senior
AI Architect	\$142,750	\$175,000	\$196,750
AI/ML Engineer	\$134,000	\$170,750	\$193,250
Data Scientist	\$121,750	\$153,750	\$182,500
AI/ML Analyst	\$119,250	\$145,750	\$174,000
RPA Engineer	\$105,250	\$123,500	\$152,500

Source: Robert Half's 2026 Salary Guide

2026 Salary Ranges for Top Security Jobs

Job Title	Entry	Mid	Senior
Systems Security Manager	\$141,500	\$172,500	\$204,750
Systems Security Administrator	\$110,750	\$134,750	\$160,500
Security Architect	\$138,250	\$157,250	\$176,000
Data Security Analyst	\$121,750	\$149,500	\$172,500
Cybersecurity Engineer	\$118,500	\$144,000	\$190,750
Cybersecurity Analyst	\$102,250	\$122,250	\$147,750
Network Security Engineer	\$119,500	\$145,500	\$169,750
Network Security Administrator	\$107,500	\$130,000	\$155,250
IT Auditor – Technology	\$108,500	\$133,500	\$152,250

Source: Robert Half's 2026 Salary Guide

2026 Salary Ranges for Top Software and Application Developer Roles

Job Title	Entry	Mid	Senior
Software Architect	\$140,750	\$167,000	\$199,750
Software and Applications Manager	\$124,750	\$156,500	\$181,500
DevOps Engineer	\$118,000	\$145,750	\$173,750
Software Engineer	\$109,250	\$142,000	\$175,500
Site Reliability Engineer	\$114,250	\$140,000	\$170,500
QA Manager	\$97,000	\$117,500	\$140,750
QA Automation Engineer	\$84,250	\$102,500	\$118,750
QA Analyst	\$73,500	\$89,250	\$104,500
Technical Writer – Technology	\$69,250	\$87,250	\$102,250

Source: Robert Half's 2026 Salary Guide

2026 Salary Ranges for Top Cloud and Network Roles

Job Title	Entry	Mid	Senior
Network/Cloud Architect	\$139,250	\$171,750	\$202,250
Network/Cloud Manager	\$114,750	\$144,250	\$166,750
Wireless Network Engineer	\$118,000	\$143,750	\$168,500
Network/Cloud Engineer	\$110,000	\$132,000	\$155,000
Cloud Computing Analyst	\$95,000	\$118,000	\$142,750
Network/Cloud Administrator	\$88,500	\$108,250	\$126,500
NOC Technician	\$60,500	\$75,750	\$92,750

Source: Robert Half's 2026 Salary Guide

2026 Salary Ranges for Top Data Jobs

Job Title	Entry	Mid	Senior
Data Architect	\$136,750	\$166,750	\$189,750
Data Engineer	\$127,000	\$156,250	\$180,750
Data Analyst – Technology	\$96,250	\$117,250	\$138,500
Database Manager	\$128,000	\$153,000	\$176,500
Database Administrator	\$95,500	\$119,750	\$137,500
Business Intelligence Developer	\$109,250	\$130,500	\$156,500
IT Business Intelligence Analyst	\$103,250	\$126,250	\$149,500

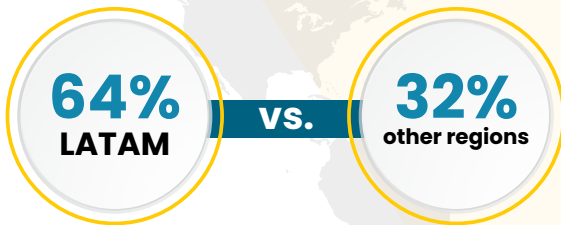
Source: Robert Half's 2026 Salary Guide

Latin America: An Alternative Pipeline for Top-Tier Tech Talent

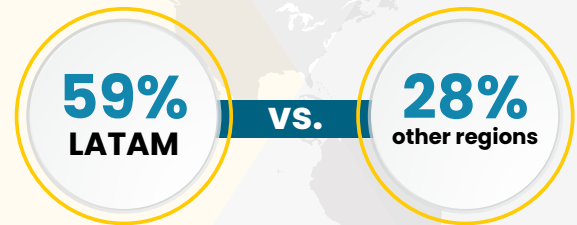


Ranked as the **#1** up-and-coming tech talent market globally on the **CBRE 2025 SCORING TECH TALENT REPORT**

LATAM shared services perform IT processes on a greater scale than other regions

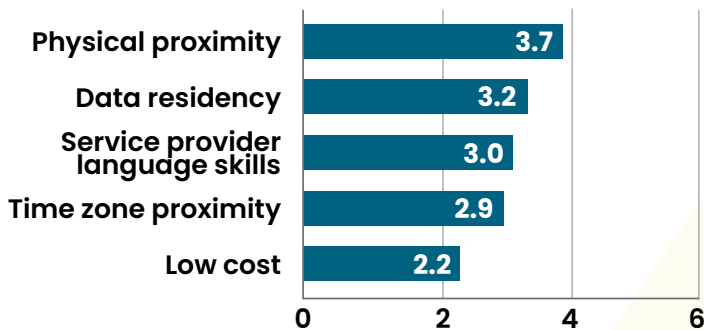


LATAM shared services perform Intelligent Automation functions on a greater scale than other regions



Source: SSON/Auxis State of the GBS & Outsourcing Industry in Latin America

IT Leaders Rank Physical Proximity as the #1 Factor for Choosing an IT Service Provider



Source: IT Outsourcing Statistics Report by Computer Economics

LATAM Offers Significant Cost Savings Compared to the U.S....

Half of organizations operating in LATAM report labor savings in the range of **20-40%** compared to the U.S., while **18%** report labor saving of at least **40%**

Source: SSON/Auxis State of the GBS & Outsourcing Industry in Latin America

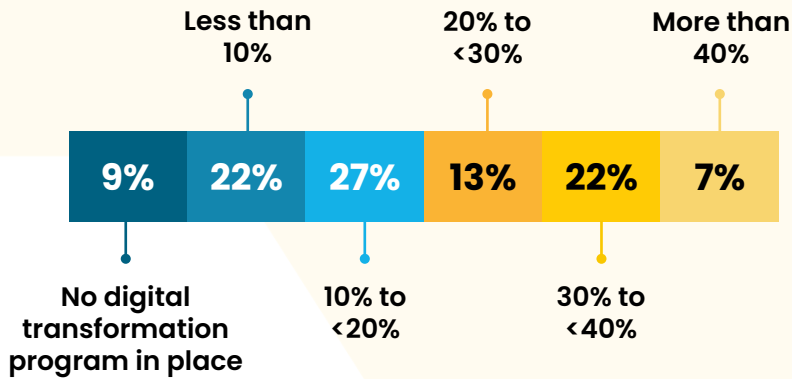
...and Greater Value Compared to Asia and Europe

Over **60%** of GBS rank the following as critical factors for choosing LATAM over Asia/Europe

Time Zone	Talent Quality	Continuous Improvement & Innovation Mindset	Ability to Support More Complex Processes	Cultural Affinity	Lower Turnover
-----------	----------------	---	---	-------------------	----------------

Source: SSON/Auxis State of the GBS & Outsourcing Industry in Latin America

Beyond Labor Savings



69% of organizations report productivity gains of **10%** from automation at LATAM shared services, and **42%** report improvements of **20%+**.

Source: SSON/Auxis State of the GBS & Outsourcing Industry in Latin America

LATAM's Top Tech Markets Include



Colombia



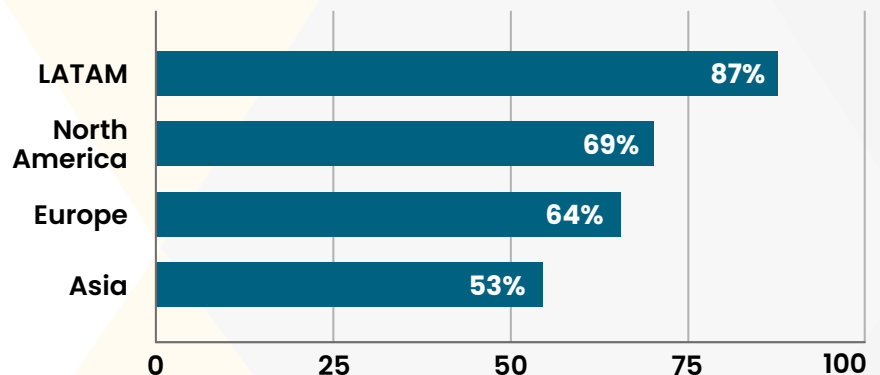
Costa Rica



Mexico

Source: CBRE's Scoring Tech Talent Report

LATAM Shared Services Have Highest Satisfaction Levels vs. Other Regions



Source: SSON/Auxis State of the GBS and Outsourcing Industry in Latin America, Computer Economics IT Outsourcing Statistics Report

For more insights on the hottest IT jobs and salary trends, don't miss our full **2026 IT Salary Guide for CIOs.**



Visit
AUXIS.COM

To learn more about how our IT nearshoring solutions can benefit your organization, **schedule a consultation** with our IT outsourcing experts today!