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20% of enterprises employ ICT specialists

ICT recruitment is difficult for two thirds of enterprises

Vienna, 2025-01-27 – Currently, one out of five enterprises in Austria employs specialists in information and communication technologies (ICT), according to Statistics Austria. The majority of enterprises that recruit or attempt to recruit ICT specialists encounter difficulties in doing so.

“Digitalisation is constantly increasing the demand for skilled workers in the field of information and communication technologies. One fifth of enterprises in Austria currently employ ICT specialists. Two out of three enterprises looking for relevant personnel have difficulties with IT recruiting. There are too few applications and deficits in professional experience or qualifications,” says Tobias Thomas, Director General at Statistics Austria.

Employment of ICT specialists in Austria in line with the EU-27 average

In 2024, 20% of Austrian enterprises employed ICT specialists. This puts Austria in line with the EU-27 average. In an EU comparison, the share of enterprises with ICT specialists is particularly high in Malta, Denmark, Finland and Ireland (over 30%), but particularly low in Spain, Italy and Romania (shares below 15%).

Employment of ICT specialists depends on size and economic sector of the enterprise

The share of enterprises employing ICT specialists hardly differs between the production sector (19%) and the service sector (20%). However, a more detailed breakdown by industry reveals larger differences. The fewest ICT specialists are employed in accommodation and food service activities (6%) which is part of the service sector, and in the construction industry (7%) which is part of the manufacturing sector. As expected, ICT specialists are most likely to be employed in the information and communication industry (81%).

The size of the enterprise also plays a significant role. The larger the enterprise, the more likely it is to employ ICT specialists. Only about one out of eight small enterprises (10 to 49 employees, 14%) employs ICT specialists, compared to more than four out of ten medium-sized enterprises (50 to 249 employees, 44%) and eight out of ten large enterprises (250 and more employees, 81%).

Enterprises experience difficulties recruiting ICT specialists

In 2023, 9% of enterprises recruited or attempted to recruit ICT specialists. At the sector level there were no major differences between enterprises from the production sector (8%) and the service sector (10%). However, a more detailed breakdown by industry does indicate differences, with the lowest share of enterprises with (attempted) recruitment in the accommodation and food services industry (2%) and the highest share again in the information and communication industry (63%, see table). The size of the enterprise also has a significant influence on recruitment. The larger the enterprise, the more likely it is to recruit or attempt to recruit ICT specialists (10 to 49 employees: 6%; 50 to 249 employees: 21%; 250 and more employees: 58%).

Overall, 6% of enterprises reported difficulties filling vacancies for ICT specialists. This corresponds to about two out of three enterprises (67%) that have recruited or attempted to recruit ICT specialists. Thus, most of the enterprises recruiting ICT specialists face difficulties.

The greatest difficulties when recruiting or attempting to recruit ICT specialists are lack of applications (82%), followed by lack of professional experience (72%) and lack of qualifications (72%). Moreover, applicants' high salary expectations are a problem for most enterprises that recruited or attempted to recruit ICT specialists (62%).

Further results on ICT specialists can be found in the recently published publication "ICT usage in enterprises – Usage of information and communication technologies in enterprises 2024", which is available to download in German from our [website](#).

Enterprises with ICT specialists, recruitment (attempts) and difficulties filling vacancies 2024 and 2023¹ – in percent of all enterprises

Characteristics	Enterprises with...		
	ICT specialists ²	recruitment (attempts) of ICT specialists	difficulties filling vacancies for ICT specialists
	in % of all enterprises		
Total	19.9	9.4	6.3
Industry (ÖNACE 2008)			
Production sector	19.0	8.1	5.6
Manufacturing (10–33)	30.0	12.0	8.8
Electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities (35–39)	33.1	23.5	16.2
Construction (41–43)	7.1	3.1	1.6
Service sector	20.3	10.0	6.7
Wholesale and retail trade; repair of motor vehicles and motorcycles (45–47)	18.6	7.2	4.8
Transportation and storage (49–53)	12.1	4.9	3.4
Accommodation and food service activities (55, 56)	5.9	1.9	0.6
Information and communication (58–63)	80.8	63.1	44.9
Real estate activities; professional, scientific and technical activities (68–75)	27.4	11.1	7.5
Administrative and support service activities; repair of computers and communication equipment (77–82, 95.1)	16.5	6.9	4.2
Size			
10 to 49 employees	13.9	5.9	3.7
50 to 249 employees	44.4	20.9	14.5
250 or more employees	80.7	57.6	44.0

S: STATISTICS AUSTRIA. Survey on ICT usage in enterprises 2024. – 1) Data collection: February to July 2024. – Reference period: Regarding enterprises with ICT specialists the time of data collection in 2024, regarding enterprises with recruitment (attempts) of ICT specialists and enterprises with difficulties filling vacancies for ICT specialists the year 2023. – 2) ICT specialists are persons whose main duties fall in the ICT sector. Their job description involves the planning, programming, implementation, configuration and evaluation of ICT systems as well as their administration, support and maintenance.

Information on methodology, definitions: The results are derived from the survey on the usage of information and communication technologies (ICT) in Austrian enterprises 2024. The survey was based on regulation (EU) 2019/2152 and the implementing regulation (EU) 2023/1507 for the reference year 2024. These regulations require all EU member states to carry out this sample survey with a uniform questionnaire and standardised methodology. EU-wide results were published by Eurostat in December 2024.

About 6 600 Austrian enterprises with ten or more employees (from the following industries: manufacturing; electricity, gas, steam and air conditioning supply, water supply, sewerage, waste management and remediation activities; construction; wholesale and retail trade, repair of motor vehicles and motorcycles;

transportation and storage; accommodation and food service activities; information and communication; real estate activities, professional, scientific and technical activities; administrative and support service activities, repair of computers and communication equipment) participated in the survey from February to July 2024.

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Statistics Austria is the central organisation for official data and statistics on society, the economy, the state and the environment. As a national statistical institute, it is committed to the statutory principles of independence, impartiality and objectivity. Statistics Austria is headed by Tobias Thomas, Director General Statistics, and Franz Haslauer, Director General Finance.

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