GLOBAL
OCCUPIER
SERVICES

Global Tech Markets
Top Talent Locations 2025

Colliers

FOREWORD

Global technology talent markets have evolved rapidly over the past five years.

Few events have disrupted the markets faster than the introduction of generative AI models in late 2022.

With companies across all business sectors seeking to implement AI solutions, demand for AI-related skills and capabilities has skyrocketed, creating unprecedented competition for key roles in data science and cybersecurity.

As competition for key talent intensifies, many companies are shifting their focus toward regions that offer more abundant and affordable tech talent. New tech company offices are opening across Asia Pacific (APAC) and Latin America as executives explore emerging opportunities to secure the talent they need to maintain a competitive edge.

In this environment, technology leaders are looking for new insights that can help them make smart, sustainable and forward-looking workforce and real estate decisions. They need comparable data on key tech talent hubs and emerging talent centers. They want ideas on where to go and how to grow.

This report examines more than 200 global markets to identify the leading technology hubs across the Americas, Europe, Middle East and Africa (EMEA) and APAC regions. Based on informative data points such as open job posts, venture capital (VC) investment and deal counts, and talent pool size and talent density, this report provides a ranking of top tech markets within each region.

We believe that — as the competition for tech talent intensifies — understanding these market dynamics will become increasingly crucial for shaping effective hiring and location strategies. At Colliers, our experts are focused on accelerating smart and informed workforce and real estate decisions. To learn more about the contents of this report, or to discuss your own unique challenges and opportunities, we encourage you to contact our Colliers experts.

Chris Zlocki | Head of Client Experience
Executive Vice President, Occupier Services | Global

This report examines over **200 global markets** to identify the leading technology talent hubs across the Americas, EMEA and APAC regions.

Our research highlights five key trends that are reshaping global technology talent markets and provides valuable data to help technology executives create and update their workforce and real estate strategies to drive future growth.

With deep analysis of a range of important data points on each market, this report reveals where top tech companies are actively recruiting, where established talent pools exist and where venture capital funding is on the rise. While some markets are long-standing tech hubs, others present emerging opportunities to secure the talent needed to maintain a competitive edge.

Top 5 global tech talent markets in 2025 by overall score

1	San Francisco Bay Area, United States	4.5
2	London, United Kingdom	4.0
3	Seattle, United States	3.6
4	Beijing, China	3.5
4	New York City, United States	3.5

TOP TRENDS TO WATCH

AI shapes talent demand

The number of new AI job listings has skyrocketed while traditional IT job listings have fallen. Data scientists and cybersecurity professionals are in particularly hot demand, making cities like London and São Paulo attractive to talent seekers.

Recruiting tomorrow's talent today

The proportion of younger workers in the tech sector continues to rise. Between 2014 and 2022, the number of employees under 25 grew by 9% - a rate over 20 times the all-industry average.[1] This trend is shifting attention to cities with younger talent pools, such as Bengaluru, Hyderabad and Mexico City.

The polarization of tech talent

Global tech talent is becoming increasingly concentrated in a few key hubs, with cities in the U.S. and India leading the way. Although 22 countries have cities ranked in our top 50, the data points to a growing polarization - especially in AI talent - toward these dominant markets.

The value of ecosystems rises

Cities with strong technology and VC presence are likely to attract the most tech talent. Those cities that play host to Magnificent Seven offices, for example, tend to perform well in our rankings with places like the San Francisco Bay Area, New York City and Seattle topping the lists.

Taking an evidence-based approach to talent

Nearly three-quarters of executives say they are continuing to optimize their office space. And 59% say they plan to use labor market analytics more proactively moving forward. Leaders want to take a more evidence-based approach to workforce and real estate planning.

> "With shifts in talent distribution, investment flows and labor availability, the insights from this analysis provide a clear roadmap for companies seeking to stay ahead in the rapidly evolving technology landscape."

Bret Swango
Senior Vice President, Workforce Analytics & Location Strategy, Occupier Services | Americas

[1] Millennials facing agism, Business Insider, September 2024

01

TOP TRENDS TO WATCH

AI shapes talent demand

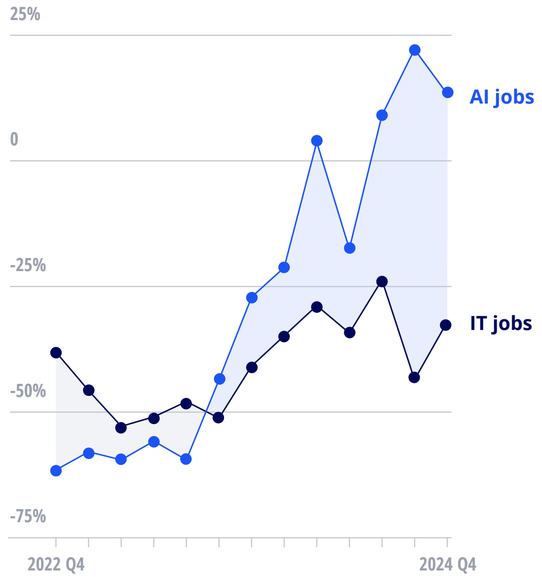
The launch of ChatGPT and other generative AI platforms has transformed demand for technology talent. According to recent research by the University of Maryland, the number of new AI job listings has risen 68% since ChatGPT launched in late 2022, while the number of traditional IT job listings fell 27% in the same period. [2]

Competition for data scientists is particularly strong. Tasked with developing models that turn large amounts of data into insights and patterns,[3] these technology professionals are critical to the AI industry. Perhaps not surprisingly, demand for data scientists is expected to grow by 36% through 2032 – the highest rate of any tech jobs.[4]

Interestingly, our research finds that regional hubs of data scientists are emerging in response to increased hiring demand—driven by the need to support large language models (LLMs) and broader AI integration efforts. Bengaluru has the world's largest pool of data scientists, including the biggest workforce in the APAC region. In the Americas, the San Francisco Bay Area and New York City lead, while London and Paris offer the highest concentrations of data science talent in EMEA.

With the adoption of AI introducing a range of new risks, competition for information security analysts is also skyrocketing with demand up 33%. Data from ISC2, a cybersecurity professional association, shows that the cybersecurity workforce gap grew by 19.1% from 2023 to 2024, highlighting the rising demand for professionals in the field.[5] Our research reveals the greatest concentrations of cybersecurity professionals can be found in São Paulo, Washington D.C. - Baltimore, Bengaluru, New York City and Mumbai.

ChatGPT Effect on Newly Listed US Jobs[2]



+68% Increase in AI job listings since late 2022

-27% Decrease in traditional IT job listings since late 2022

[2] Link Up AI Maps, University of Maryland, January 2025

[3] Are Data Scientists Still Key to AI?, Forbes, July 2024

[4] Fastest Growing Occupations, U.S. Bureau of Labor Statistics, August 2024

[5] Global Cybersecurity Workforce Prepares for an AI-Driven World, ISC2, October 2024

02

TOP TRENDS TO WATCH

Recruiting tomorrow's talent today

Younger generations want to work in technology and technology executives want to recruit and retain their skills, capabilities and perspectives.

Consider this: according to the Equal Employment Opportunity Commission, over the course of an eight-year study, nearly 41% of the U.S. tech workforce was aged between 25 and 39, compared to just 33% across the broader U.S. workforce.

And the proportion of younger workers within the tech sector continues to grow. Between 2014 and 2022, the number of workers under 25 increased by 9% across the sector – a growth rate of more than 20 times the all-industry average. In contrast, tech workers over 65 saw only a 4% growth in workforce representation during that span.[7]

As such, we expect to see technology leaders start to focus their hiring and skills investments in tech cities with lower median ages. According to the World Population Review, India would be the top country, with tech cities such as Bengaluru, Hyderabad, Delhi NCR, Pune, Chennai and Mumbai topping the list. Other low-age tech centers include Mexico City and Jakarta.

> "As Gen Z continues to grow within tech, companies may increasingly turn to markets with younger talent pools to meet specific hiring and skill needs, often at lower median wage levels.
>
> **Kellen Staats**
> Consultant, Portfolio Strategy Consulting | Americas

Top low-age tech centers are concentrated in India

1. **Bengaluru**
2. **Hyderabad**
3. **Delhi NCR**
4. **Pune**
5. **Chennai**
6. **Mumbai**

[7] Fearing Gen Z is keeping them out of tech jobs, older workers are filing age complaints in droves, Fortune, September 2024

03

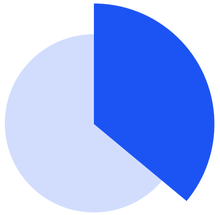
TOP TRENDS TO WATCH

The polarization of tech talent

Tech talent is concentrating in key centers. Our research examined more than 200 global markets and found that more than a third (36%) of the world's tech talent lives in one of just 10 global tech locations. All 10 of these are located in either the United States or India.

The magnetism of key U.S. tech centers such as the San Francisco Bay area, New York City and Seattle is well known. Yet India boasts the cities with the highest concentration of tech professionals. Bengaluru tops the list for tech talent availability with nearly twice as many professionals as the next largest city, Hyderabad. Delhi NCR, Mumbai, Pune and another U.S. tech center, Washington D.C. - Baltimore, complete the list of these centers.

While many foreign executives are exploring India due to the market's vast talent availability and lower cost, the reality is that India is rapidly developing a strong domestic AI ecosystem which, in turn, is creating greater competition for key talent in some markets.



36% of the world's tech talent lives in one of just 10 global tech locations

1. Bengaluru, India
2. Hyderabad, India
3. San Francisco Bay Area, United States
4. Delhi NCR, India
5. Chennai, India
6. New York City, United States
7. Mumbai, India
8. Pune, India
9. Seattle, United States
10. Washington D.C. - Baltimore, United States

> "Undoubtedly, India is a powerhouse of tech talent availability and a major player in the global landscape led by these large markets. However, many tech occupiers and Global Capability Centers (GCCs) are now looking at smaller and emerging cities to achieve wider regional reach within the country.
>
> **Arpit Mehrotra**
> Managing Director, Office Services | India

04

TOP TRENDS TO WATCH

The value of ecosystems rises

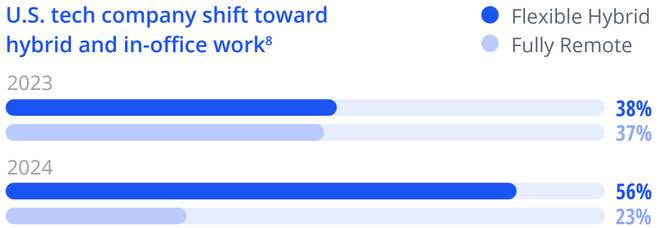
It's no secret that tech talent wants to work for the Magnificent Seven– Amazon, Apple, Google, Meta, Microsoft, Nvidia and Tesla. Tech startups want to work in proximity to them, not only to capture contracts and talent, but also the attention of venture capitalists. Cities with a strong technology and VC presence, therefore, are likely to attract the most tech talent.

Consider evidence from the U.S. market. The San Francisco Bay Area, which hosts all seven of the Magnificent Seven and is the top U.S. destination for venture capital, ranked first in our global analysis of tech talent markets. Other U.S. cities with significant Magnificent Seven presence and venture capital flows include Seattle (3rd), New York City (5th), Washington D.C. - Baltimore (11th) and Austin (19th). Additionally, global markets like London (2nd) and Bengaluru (6th) host substantial operations of the Magnificent Seven and benefit from high levels of venture capital investment. Hyderabad (25th) also stands out as a significant player in this context.

While markets with strong ecosystems and VC activity are likely to attract the greatest concentrations of tech talent, executives from outside of the Magnificent Seven may find the competition for talent and the cost to retain key roles to be higher in these core centers.

That being said, there is evidence to suggest that after five years of offering some staff fully remote work options (which allowed talent to be sourced from a broader geographic footprint), many tech companies in the U.S. are shifting back toward hybrid and in-office work. This could create new opportunities for startups and tech firms offering more flexible work environments.

U.S. tech company shift toward hybrid and in-office work[8]



[8] The Flex Report: Enterprise Deep Dive, Flex Index, April 2024

> Tech talent is gravitating back to the traditional HQ hubs, especially with the "Magnificent Seven" companies. Remote roles are shrinking fast as more companies implement return-to-office mandates. The few startups and larger firms still offering fully remote positions are experiencing huge demand. This means tech companies are now looking to rethink their workspaces. The goal is to create environments that foster collaboration but still offer some flexibility. It is a tough balance to strike, but it's becoming crucial for attracting and retaining top talent.
>
> **Paul McManus**
> Vice Chair, Silicon Valley | Occupier Services

05

TOP TRENDS TO WATCH

Taking an evidence-based approach to talent

Facing significant disruption in talent requirements due to the adoption of AI and recognizing the shifting workforce dynamics of the new tech industry, many business and technology executives are now starting to rethink their space and location requirements.

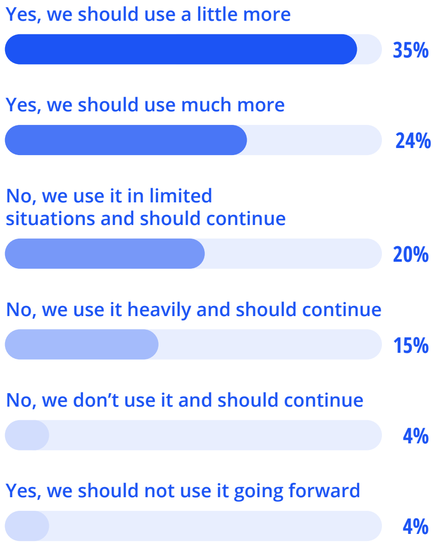
Rather than making decisions based on gut-feel and outdated historical data, many tech leaders are investing in more sophisticated workforce and space analytics solutions and services. In fact, according to our most recent Global CRE Benchmarking Report, 59% of executives at companies across primary industry sectors say they plan to use labor market analytics more proactively moving forward.

At Colliers, we have seen a significant increase in demand for our space and workforce analytics services, particularly within the tech sector. Executives understand that their future talent requirements and centers will be different than they are today. And they are using smart technology and advanced analytics to provide insights to make more informed decisions.

> In today's dynamic business landscape, workforce analytics is more important than ever. By leveraging agile technology and advanced analytics to uncover workforce-related insights, we are helping leaders to make fact-based, quantitatively-justified location-related decisions in labor markets around the world.
>
> **Graham Crosby**
> Head of Transaction Management, Occupier Services | EMEA

Labor market analytics[9]

Do you recommend labor analytics be utilized differently going forward for your real estate location/building/space decisions?



59% of respondents recommend labor market analytics to be utilized more moving forward

[9] Global CRE Strategy Benchmarking Report Colliers, July 2024

TOP TECH MARKETS 2025

Global Leaders

The United States dominates the list of top 50 global technology markets followed by strong showings from India, China and Germany. But with 29 different markets appearing on the list, it is clear that tech talent can be found globally.

A comparative overview of cities by region, evaluating their performance in talent acquisition, venture capital funding, labor index on a global scale, and talent pipeline and sector composition on a regional level, to derive an overall score.

We used external global data for Talent Acquisition, VC Funding and Labor Index categories to ensure consistent, comparable analysis across markets. To account for regional nuances, internal regional data sourced from local experts was used for Talent Pipeline and Sector Composition categories.

However, we did not include a Talent Pipeline for APAC due to limited data availability and, more importantly, a lack of consistent data across the region.

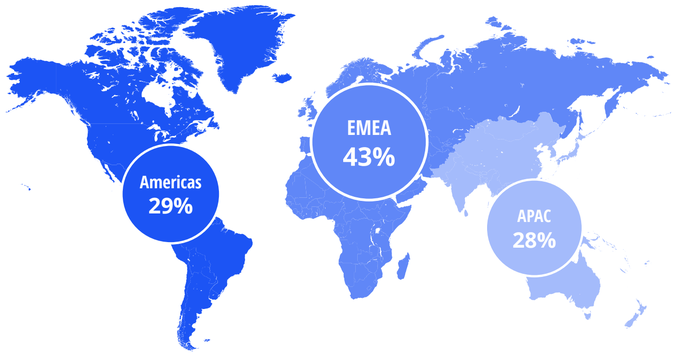
*Due to LinkedIn Insights providing data for certain markets at a national or regional level, Amsterdam includes Amsterdam, Utrecht, The Hague and Rotterdam 'Vietnam' includes Hanoi and Ho Chi Minh City; 'San Francisco Bay Area' includes São Paulo.

Market	Country	Region	Overall Score	Talent Acquisition	VC Funding	Labor Index	Talent Pipeline	Sector Composition
San Francisco Bay Area	United States	Americas	4.5	5.0	3.8	4.0	4.0	4.8
London	United Kingdom	EMEA	4.0	3.0	3.5	2.5	5.0	4.4
Seattle	United States	Americas	3.6	4.0	2.5	3.5	3.0	4.0
New York City	United States	Americas	3.5	4.0	3.5	3.0	3.0	3.6
Beijing	China	APAC	3.5	2.0	3.3	1.5	-	4.2
Bengaluru	India	APAC	3.4	4.5	2.3	5.0	-	3.4
Paris	France	EMEA	3.4	3.0	2.8	2.0	4.5	3.8
Boston	United States	Americas	3.3	2.5	2.5	3.0	4.0	3.6
Dublin	Ireland	EMEA	3.3	2.0	2.0	2.0	3.5	4.2
Tokyo	Japan	APAC	3.2	1.5	3.0	1.5	-	3.8
Washington D.C. - Baltimore	United States	Americas	3.1	4.0	2.3	3.0	3.5	3.2
Munich	Germany	EMEA	3.1	2.0	2.5	2.0	4.5	3.4
Stockholm	Sweden	EMEA	3.1	1.5	2.8	2.0	3.5	3.6
Shanghai	China	APAC	3.0	2.0	3.8	1.5	-	3.2
Los Angeles	United States	Americas	3.0	3.0	2.3	2.5	3.5	3.2
Berlin	Germany	EMEA	3.0	2.5	2.8	2.0	4.5	3.0
Seoul	Korea	APAC	2.9	1.5	3.5	1.5	-	3.2
Shenzhen	China	APAC	2.8	1.0	3.5	1.0	-	3.2
Austin	United States	Americas	2.8	2.5	2.5	2.5	3.5	2.8
Toronto	Canada	Americas	2.7	2.5	2.5	2.0	4.5	2.6
Bucharest	Romania	EMEA	2.7	2.5	2.5	1.5	3.0	3.0
Madrid	Spain	EMEA	2.7	2.0	2.0	2.0	4.0	3.0
Amsterdam	Netherlands	EMEA	2.7	2.5	2.5	2.0	4.0	2.6
Hyderabad	India	APAC	2.6	4.0	1.8	4.0	-	2.4
Pune	India	APAC	2.6	2.5	2.3	3.0	-	2.6
Atlanta	United States	Americas	2.6	2.0	2.0	2.0	3.5	2.8
Dallas - Fort Worth	United States	Americas	2.6	2.5	1.8	2.0	2.5	3.0
Hangzhou	China	APAC	2.6	1.0	3.0	1.0	-	3.0
Denver	United States	Americas	2.5	2.0	2.3	2.5	2.0	2.8

Market	Country	Region	Overall Score	Talent Acquisition	VC Funding	Labor Index	Talent Pipeline	Sector Composition
Frankfurt	Germany	EMEA	2.5	1.5	2.3	2.0	3.0	2.8
Mexico City	Mexico	Americas	2.5	2.0	2.0	1.5	1.5	3.2
Zurich	Switzerland	EMEA	2.5	1.5	2.3	1.5	4.0	2.6
Warsaw	Poland	EMEA	2.4	2.0	1.8	2.0	2.0	2.8
Guangzhou	China	APAC	2.4	2.0	2.5	1.5	-	2.6
Chicago	United States	Americas	2.4	2.5	2.3	2.0	3.0	2.4
Rome	Italy	EMEA	2.4	1.0	1.8	1.0	4.0	2.8
Helsinki	Finland	EMEA	2.4	1.0	2.0	1.0	3.5	2.8
Singapore	Singapore	APAC	2.4	2.5	3.3	2.5	-	2.0
Milan	Italy	EMEA	2.3	1.0	2.3	1.0	3.5	2.6
Oslo	Norway	EMEA	2.3	1.0	2.0	1.0	3.0	2.8
Prague	Czechia	EMEA	2.3	1.0	2.0	1.5	3.5	2.6
Osaka	Japan	APAC	2.3	1.0	2.5	1.0	-	2.6
Brussels	Belgium	EMEA	2.3	1.0	2.0	1.0	4.5	2.4
Copenhagen	Denmark	EMEA	2.3	1.0	2.3	1.5	3.5	2.4
Sydney	Australia	APAC	2.2	2.0	2.5	2.0	-	2.2
Chennai	India	APAC	2.2	2.5	1.8	3.5	-	2.0
Mumbai	India	APAC	2.2	2.5	2.3	2.5	-	2.0
Istanbul	Turkey	EMEA	2.2	1.5	2.5	1.5	1.0	2.6
Hamburg	Germany	EMEA	2.2	1.0	2.3	1.0	3.5	2.4
Vienna	Austria	EMEA	2.2	1.0	2.0	1.0	4.0	2.4
San Diego	United States	Americas	2.2	2.0	1.8	2.0	3.5	2.2
Jakarta	Indonesia	APAC	2.2	1.5	2.8	1.5	-	2.2
Montreal	Canada	Americas	2.2	1.5	2.3	2.0	3.5	2.0
Stuttgart	Germany	EMEA	2.2	1.0	2.3	1.0	3.0	2.4
Raleigh - Durham	United States	Americas	2.2	1.5	1.8	2.5	3.0	2.2
Miami - Fort Lauderdale	United States	Americas	2.2	2.0	2.3	2.0	3.0	2.0
Birmingham	United Kingdom	EMEA	2.2	1.0	2.3	1.0	4.0	2.2
Budapest	Hungary	EMEA	2.2	1.0	1.5	1.5	2.0	2.8

Boasting 14 of the top 50 global tech markets and four of the top 10, the **United States** stands out as the top technology talent destination globally.

INTERACTIVE MAP



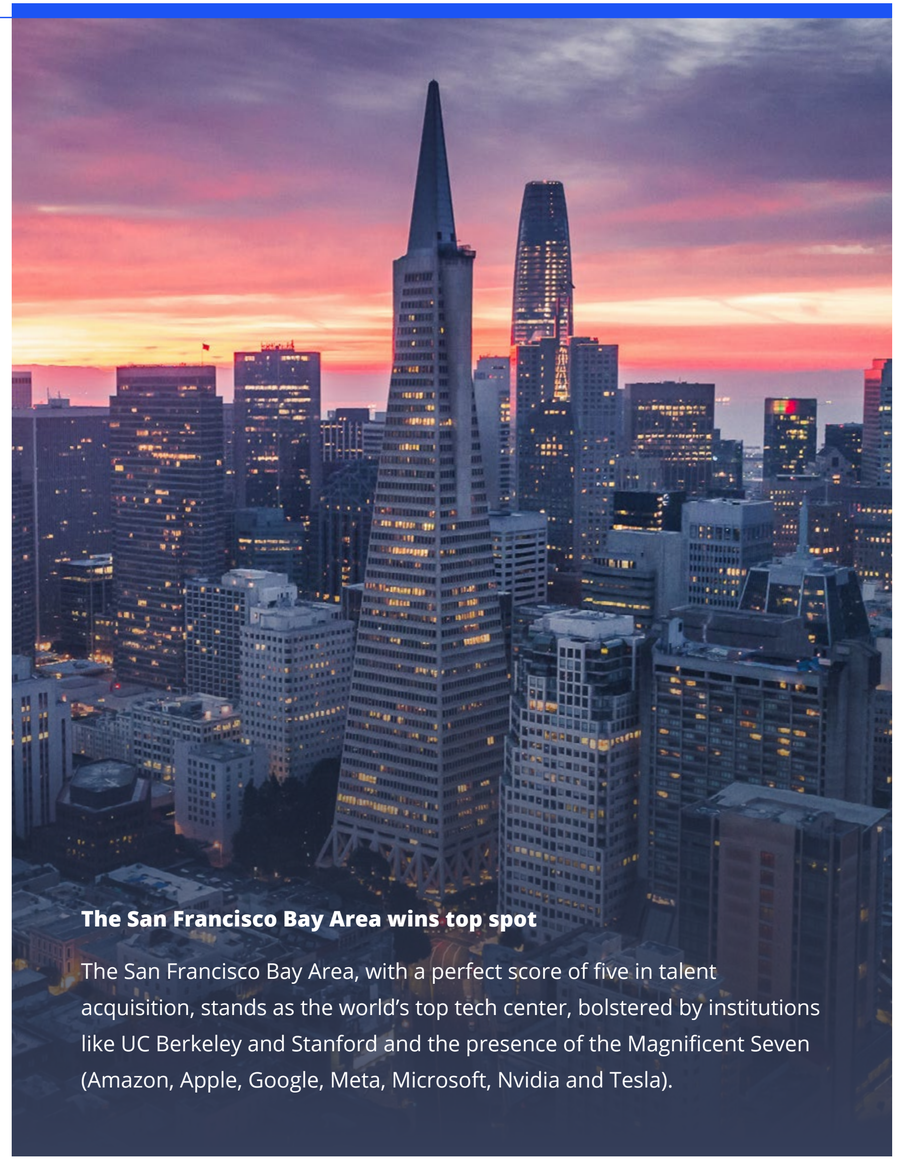
Global representation of top 50 tech markets

With established tech hubs like the San Francisco Bay Area, New York City, Seattle, Washington D.C. - Baltimore and Boston, the U.S. benefits from large talent pools, targeted hiring by top companies and significant VC funding. The U.S. also leads in terms of tech hiring and open job posts.

While the U.S. may lead the tables, it does not dominate them. Indeed, in our globally comparable data, London scored higher than Seattle; Beijing beat Boston. All told, five of the top 50 markets are in China. India scored highly in terms of VC funding and industry output.

That being said, our review of the data suggests that tech talent is relatively well dispersed around regions and markets. Our top 50 list includes cities from 29 different markets. Germany showed above average performance across all categories, led by Munich.

While the EMEA region only put one market into the top five, the region leads the list of leaders overall with 43% of the top 50 cities represented. But the Americas, with three of the top five, and APAC are not far behind with 29% and 28% of the top 50 cities respectively. In the following chapters, we explore the regional data in more depth to identify the top cities and the factors influencing tech talent decision-making in these key regions.



The San Francisco Bay Area wins top spot

The San Francisco Bay Area, with a perfect score of five in talent acquisition, stands as the world's top tech center, bolstered by institutions like UC Berkeley and Stanford and the presence of the Magnificent Seven (Amazon, Apple, Google, Meta, Microsoft, Nvidia and Tesla).

Global Leader in **Talent Acquisition**

SAN FRANCISCO BAY AREA

Our research shows the **San Francisco Bay Area** leading the category (scoring a perfect five). Bengaluru, New York City, Seattle, Hyderabad and Washington D.C. - Baltimore follow. Other top markets include London, Delhi NCR, Paris and Los Angeles.

The talent acquisition category highlights the key markets where top tech companies are focusing their hiring efforts, particularly for the most in-demand tech occupations. It provides insight into the regions that are currently driving job posts and recruiting activity, reflecting the global demand for tech talent.

Global Leader in **VC Funding**

SAN FRANCISCO BAY AREA

VC funding is also led by the **San Francisco Bay Area**, followed by Shanghai, New York City and London. APAC put in a strong showing with a number of markets near the top of the list including Seoul, Singapore, Shenzhen and Beijing.

The VC funding category not only reveals where the majority of capital has been invested over the last decade but also where the most VC deals have been completed and where the highest growth rates in funding and deal activity have occurred. There is a clear correlation between strong VC funding and robust talent pools, as markets receiving high investment tend to attract and develop top-tier talent.

Global Leader in **Labor Index**

BENGALURU

The labor index category, unlike others, is led by **Bengaluru** rather than the San Francisco Bay Area. The United States and India dominate the top 10, with the San Francisco Bay Area and Hyderabad tied for second place. Seattle, Chennai and New York City also score highly, with additional notable markets including Delhi NCR, Boston, Washington D.C. - Baltimore, Pune and Pittsburgh.

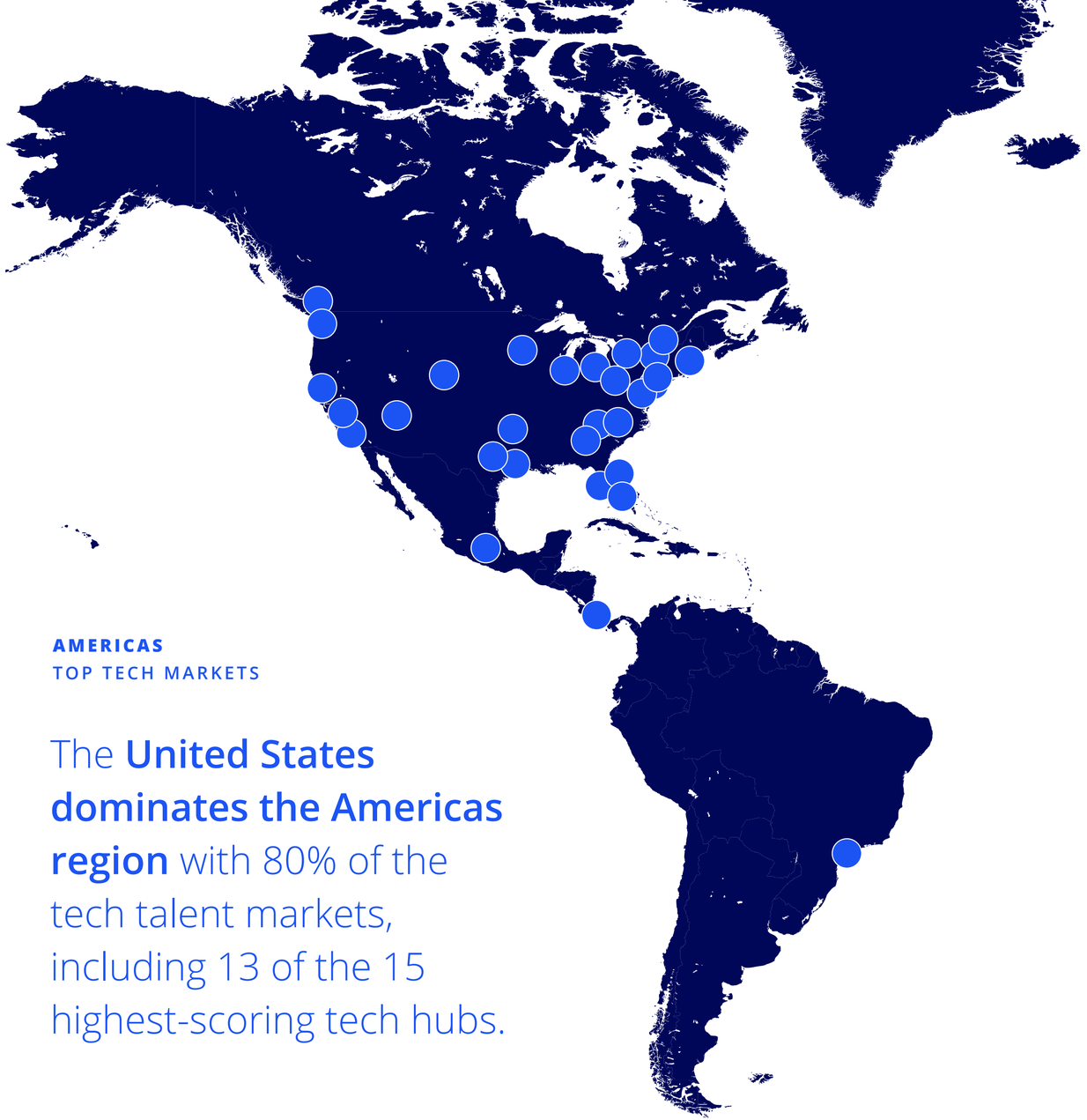
The labor index category provides a breakdown of where the largest talent pools exist for the analyzed tech occupations and where labor density (talent per capita) is the highest. It offers valuable insight for companies looking to target their hiring efforts in markets with the most available and concentrated tech talent.

TOP TECH MARKETS 2025

Regional Rankings: **Americas**

The U.S. leads the Americas tech talent markets list. However, markets like Toronto, Mexico City and Montreal also placed among the top global markets.

AMERICAS



AMERICAS
TOP TECH MARKETS

The **United States dominates the Americas region** with 80% of the tech talent markets, including 13 of the 15 highest-scoring tech hubs.

Market	Country	Overall Score	Talent Acquisition	VC Funding	Labor Index	Talent Pipeline	Sector Composition
San Francisco Bay Area	United States	**4.5**	5.0	3.8	4.0	4.0	4.8
Seattle	United States	**3.6**	4.0	2.5	3.5	3.0	4.0
New York City	United States	**3.5**	4.0	3.5	3.0	3.0	3.6
Boston	United States	**3.3**	2.5	2.5	3.0	4.0	3.6
Washington D.C. - Baltimore	United States	**3.1**	4.0	2.3	3.0	3.5	3.2
Los Angeles	United States	**3.0**	3.0	2.3	2.5	3.5	3.2
Austin	United States	**2.8**	2.5	2.5	2.5	3.5	2.8
Toronto	Canada	**2.7**	2.5	2.5	2.0	4.5	2.6
Atlanta	United States	**2.6**	2.0	2.0	2.0	3.5	2.8
Dallas - Fort Worth	United States	**2.6**	2.5	1.8	2.0	2.5	3.0
Denver	United States	**2.5**	2.0	2.3	2.5	2.0	2.8
Mexico City	Mexico	**2.5**	2.0	2.0	1.5	1.5	3.2
Chicago	United States	**2.4**	2.5	2.3	2.0	3.0	2.4
San Diego	United States	**2.2**	2.0	1.8	2.0	3.5	2.2
Montreal	Canada	**2.2**	1.5	2.3	2.0	3.5	2.0
Raleigh - Durham	United States	**2.2**	1.5	1.8	2.5	3.0	2.2
Miami - Fort Lauderdale	United States	**2.2**	2.0	2.3	2.0	3.0	2.0
Houston	United States	**2.1**	2.0	2.5	2.0	2.5	1.8
São Paulo	Brazil	**2.1**	2.0	2.3	1.5	3.5	1.8
Pittsburgh	United States	**1.9**	1.0	2.0	3.0	3.0	1.6
Detroit	United States	**1.9**	2.0	1.8	2.0	2.0	1.8
Phoenix	United States	**1.9**	2.0	1.8	2.0	3.0	1.6
Vancouver	Canada	**1.9**	1.5	1.5	2.0	3.0	1.8
Minneapolis	United States	**1.9**	1.5	1.5	2.0	3.0	1.8
Philadelphia	United States	**1.8**	2.0	2.0	2.0	3.0	1.4
San José	Costa Rica	**1.8**	1.5	2.3	1.0	1.5	1.8
Charlotte	United States	**1.8**	1.5	1.8	2.0	1.5	1.8
Tampa	United States	**1.7**	1.0	2.0	2.0	2.0	1.6
Orlando	United States	**1.6**	1.0	1.8	2.5	2.5	1.2
Albany	United States	**1.6**	1.0	2.8	1.0	1.0	1.4

Regional ranking of cities in the Americas, evaluating performance in talent acquisition, venture capital funding, labor index, talent pipeline, sector composition and overall score.

Source: Colliers Research

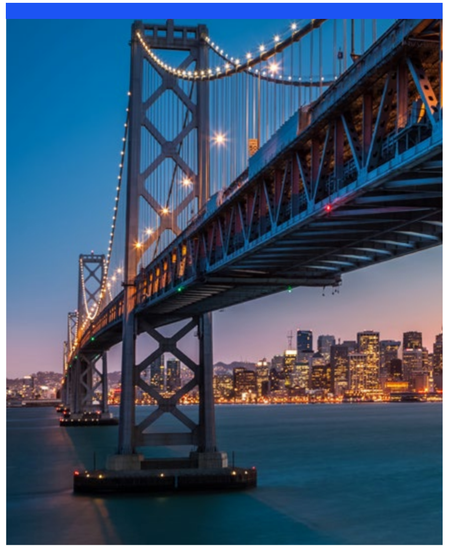
Leading markets such as the **San Francisco Bay Area**, Seattle, New York City, Boston, Washington D.C. - Baltimore, Los Angeles and Austin top the list.

TALENT ACQUISITION | VC FUNDING | LABOR INDEX | TALENT PIPELINE | SECTOR COMPOSITION

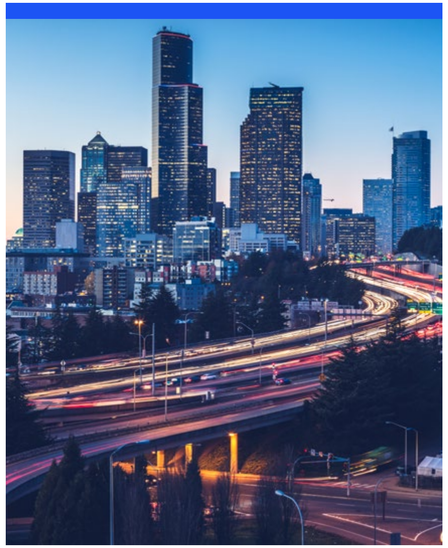
Several less-established U.S. markets also performed well, including Pittsburgh, Detroit, Albany, Orlando, San Diego and Tampa. Among these, Pittsburgh stood out for its high scores in Talent Density and Albany stood out for its high scores in VC funding.

Canada features three highly ranked markets: Toronto, Montreal and Vancouver. Toronto's strong performance across all categories, particularly in Talent Acquisition, Talent Pipeline and VC Funding, secured its place as Canada's leading tech hub.

Latin America (LATAM) is represented by three markets with São Paulo leading the way, followed closely by Mexico City. While VC funding varies significantly across LATAM, there is greater consistency in Talent Acquisition and Labor Index scores across the region.

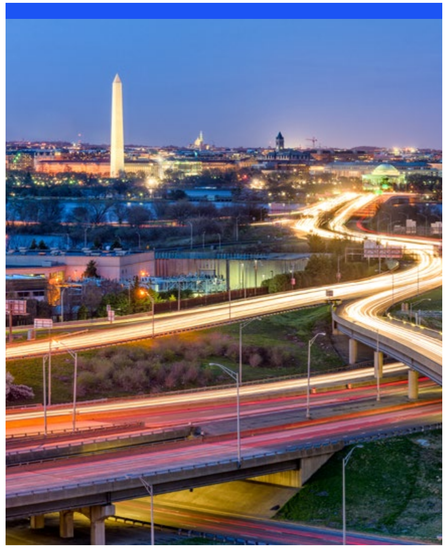


San Francisco Bay Area, United States

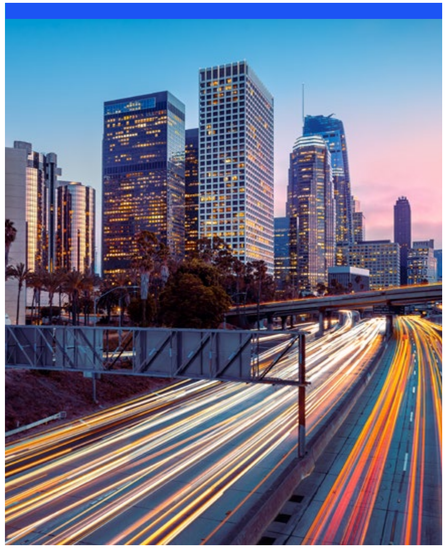


Seattle, United States

New York City, United States



Washington D.C. – Baltimore, United States



Los Angeles, United States

AMERICAS

TALENT ACQUISITION

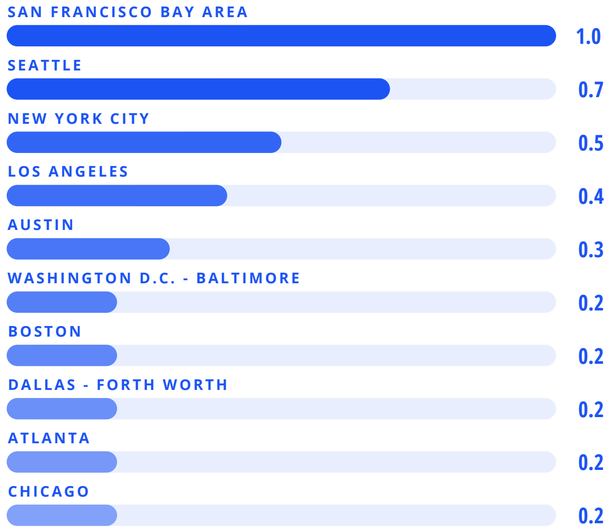
Nine of the top 10 markets for talent acquisition are in the **United States**, led by San Francisco Bay Area and followed by Seattle, New York City, Washington D.C. - Baltimore and Los Angeles.

The only non-U.S. market in the top 10 is Toronto. Other high-scoring non-U.S. markets include São Paulo, Mexico City and San José.

In terms of hiring activity over the past 12 months, the San Francisco Bay Area, Seattle, New York City, Los Angeles and Austin saw the largest volume of hires by the top 15 tech companies by market cap, reflecting a concentrated hiring effort in these markets. Within the Americas, the top 10 markets for 1-year tech hires are all in the United States, with Toronto and São Paulo being the only non-U.S. cities to rank in the top 15.

Washington D.C. - Baltimore,, San Francisco Bay Area, New York City, Seattle and Boston lead the region in open job posts, indicating these markets have the most demand for the 10 key tech occupations analyzed. Toronto and São Paulo also rank in the top 15 for open job posts, with Toronto being the only non-U.S. city in the top 10.

San José shows a significant disparity between 1-year hiring and open job posts—ranking in the top 20 for the former and the bottom 20 for the latter. This suggests that while large tech firms have hired aggressively in San José over the past year, the local availability of talent in the 10 key tech occupations may be limited.



Index based off hiring volume in San Francisco Bay Area
Source: Colliers Research

AMERICAS

VC FUNDING

The **San Francisco Bay Area** leads the VC funding category, followed by New York City, Albany, Toronto, Austin, Boston, Seattle and Houston.

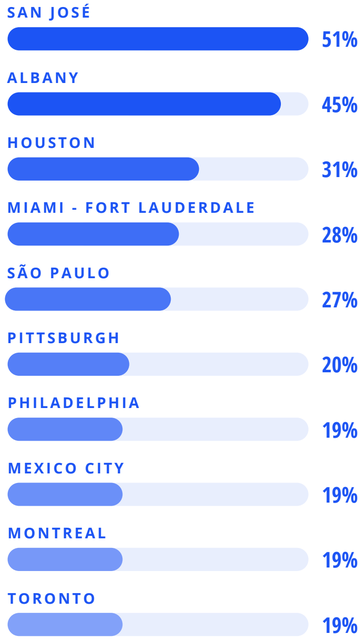
In terms of overall capital flows, the San Francisco Bay Area and New York City dominate, receiving nearly 53% of all VC funds invested in top markets across the Americas over the last 10 years. Albany and Boston ranked third and foruth, respectively, with Washington D.C. - Baltimore and Austin rounding out the top markets.

Over the past decade, São Paulo has attracted the most venture capital funding of any non-U.S. market in the Americas, driven by its vibrant entrepreneurial ecosystem that houses over 10 of Brazil's unicorns—companies valued at over US$1 billion before going public. The city is also a global fintech leader, not just within LATAM. São Paulo's venture capital scene reached a high point in 2021 with successful IPOs from Nubank and VTEX. With its strong entrepreneurial culture and recent startup successes, São Paulo continues to draw significant VC investments and appeal to tech talent.

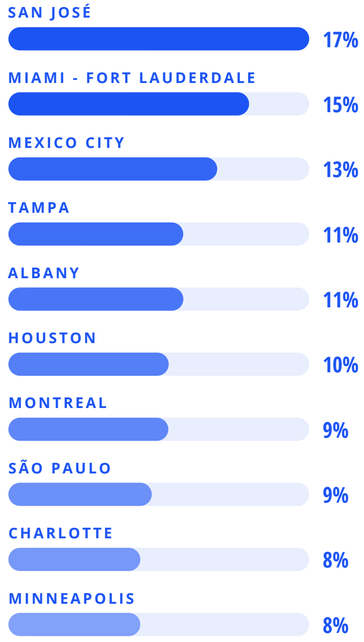
San José led the region in both VC capital growth, with a 51% compound annual growth rate (CAGR) and VC deal growth (17% CAGR). Albany saw the second-highest VC funding CAGR (45%) in the Americas. Other markets experiencing notable VC funding growth include Houston, Miami - Fort Lauderdale, São Paulo and Pittsburgh.

Miami - Fort Lauderdale and Albany both emerged as strong performers ranking in the top five for both VC funding growth and VC deal growth, highlighting their emergence as hotbeds for VC activity. Mexico City and Tampa are also notable for strong VC deal growth.

10-year capital CAGR



10-year deal count CAGR



Source: Colliers Research

AMERICAS

LABOR INDEX

The **San Francisco Bay Area** leads the labor index, followed by Seattle, New York City, Boston, Pittsburgh and Washington D.C. - Baltimore.

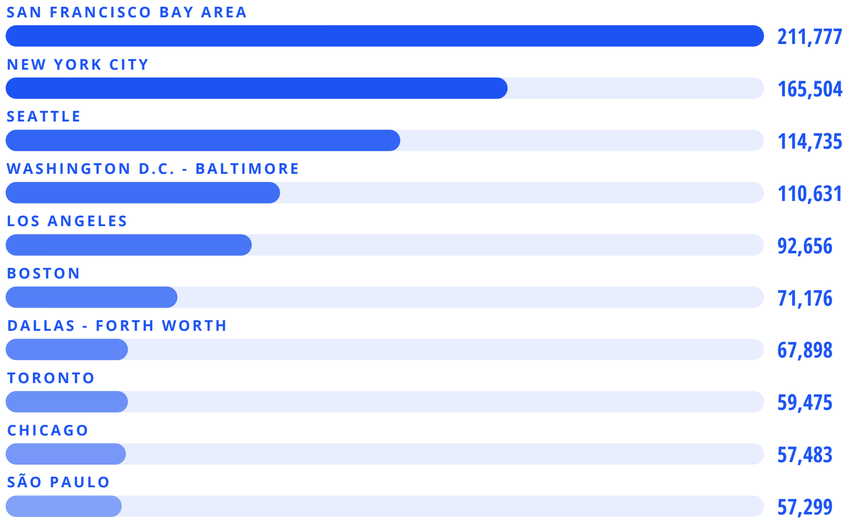
All of the top 10 markets in this labor index category are in the U.S., highlighting the country's dominance in tech talent within the region. Montreal and Toronto were the only non-U.S. markets to rank in the top 20 for the labor index.

The largest talent pools for the 10 key tech occupations analyzed were found in the San Francisco Bay Area, New York City, Seattle, Washington D.C. – Baltimore and Los Angeles. Toronto and São Paulo were the only non-U.S. markets in the top 10.

Pittsburgh had the highest talent density among Americas markets, followed by Seattle, the San Francisco Bay Area, Orlando and Tampa. Other notable markets for talent density included Boston and Charlotte.

While São Paulo has large talent pools, the market scored lower in talent density. Vancouver and Toronto were the only non-U.S. markets to rank in the top 15 for talent density.

Talent pool size



Source: Colliers Research

AMERICAS

TALENT PIPELINE

Toronto leads the talent pipeline category, followed by the San Francisco Bay Area and Boston—three globally recognized academic hubs.

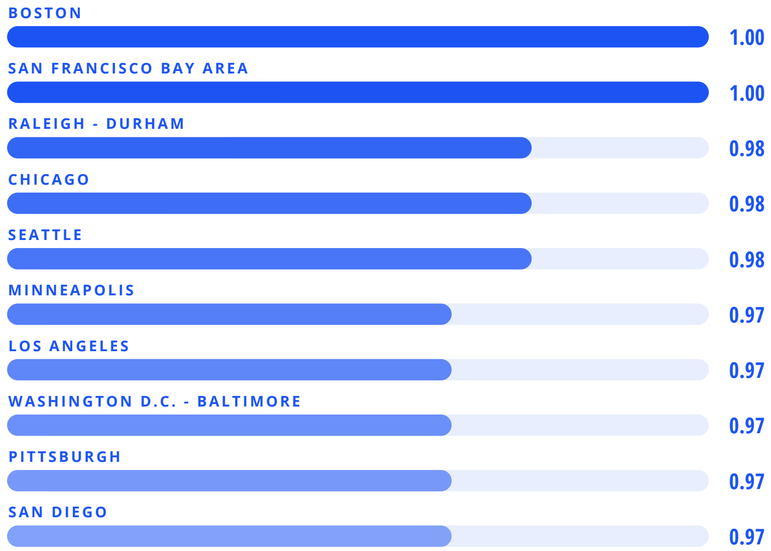
Filling out the top of the list are Montreal, Atlanta and Washington D.C. - Baltimore.

Student populations from leading tech universities are fairly evenly distributed across top Americas markets. The two leading markets for student populations—Toronto and São Paulo—are both outside the U.S., with Atlanta, the San Francisco Bay Area and Dallas - Fort Worth rounding out the top five. Washington D.C.–Baltimore, Boston, Montreal and Vancouver also stand out for their sizable student talent pools.

Boston tops the teaching and research index, followed by the San Francisco Bay Area, Raleigh–Durham, Chicago and Seattle. Boston and San Francisco Bay Area are the only markets to rank in the top five across both key metrics.

While the student metric reflects broader geographic distribution, the teaching and resources index is dominated by U.S. markets which occupy all the top 10 spots. This suggests that, while talent pipelines are widespread, high-quality teaching and academic resources remain heavily concentrated in the United States.

Teaching and research index



Source: Colliers Research

AMERICAS

SECTOR COMPOSITION

The **San Francisco Bay Area** leads the sector composition category, followed by Seattle, Boston and New York City.

Gross Domestic Product (GDP) was the preferred metric in the Americas, whereas Gross Value Added (GVA) was used in EMEA and APAC to align with regional preferences.

* This measure is different from our talent pool metric in our labor index category, which only accounts for the 10 select occupations. This category represents industry-wide data.

Nine of the top 10 markets in this category are U.S.-based, underscoring the country's dominance in tech sector depth and specialization.

The top five markets for Tech Gross Domestic Product (GDP) – the San Francisco Bay Area, New York City, Los Angeles, Seattle and Boston – collectively account for more than half of all Tech GDP across leading Americas markets. Toronto is the only non-U.S. market to appear in the top 10 for this metric.

New York City claims the largest tech labor pool* in the region, followed closely by Washington D.C. - Baltimore, Mexico City, São Paulo and Los Angeles. Other markets boasting major labor pools include Dallas - Fort Worth, the San Francisco Bay Area, Seattle and Toronto.

The San Francisco Bay Area also ranks first in productivity, generating nearly twice the Tech GDP per worker as second-place Los Angeles. Seattle, Boston and Miami - Fort Lauderdale complete the top five. Strong productivity scores were also achieved by New York City, San Diego, Atlanta, Pittsburgh and Denver.

In terms of Tech GDP as a share of total economic output, the San Francisco Bay Area again leads, with tech contributing nearly one-third of the region's GDP. Seattle and Boston follow, each with tech comprising over one-quarter of total GDP. New York City and Austin round out the top five. Mexico City is the only non-U.S. market in the top 10 for this metric, with tech representing nearly 20% of its GDP.

Seattle leads the region in tech labor pool concentration, with the highest share of tech workers relative to total employment. The San Francisco Bay Area, Austin, Washington D.C. – Baltimore and Mexico City also rank among the top five, reflecting a strong focus on tech talent in these markets.

Productivity

Numbers are rounded

Source: Colliers Research

TOP TECH MARKETS 2025

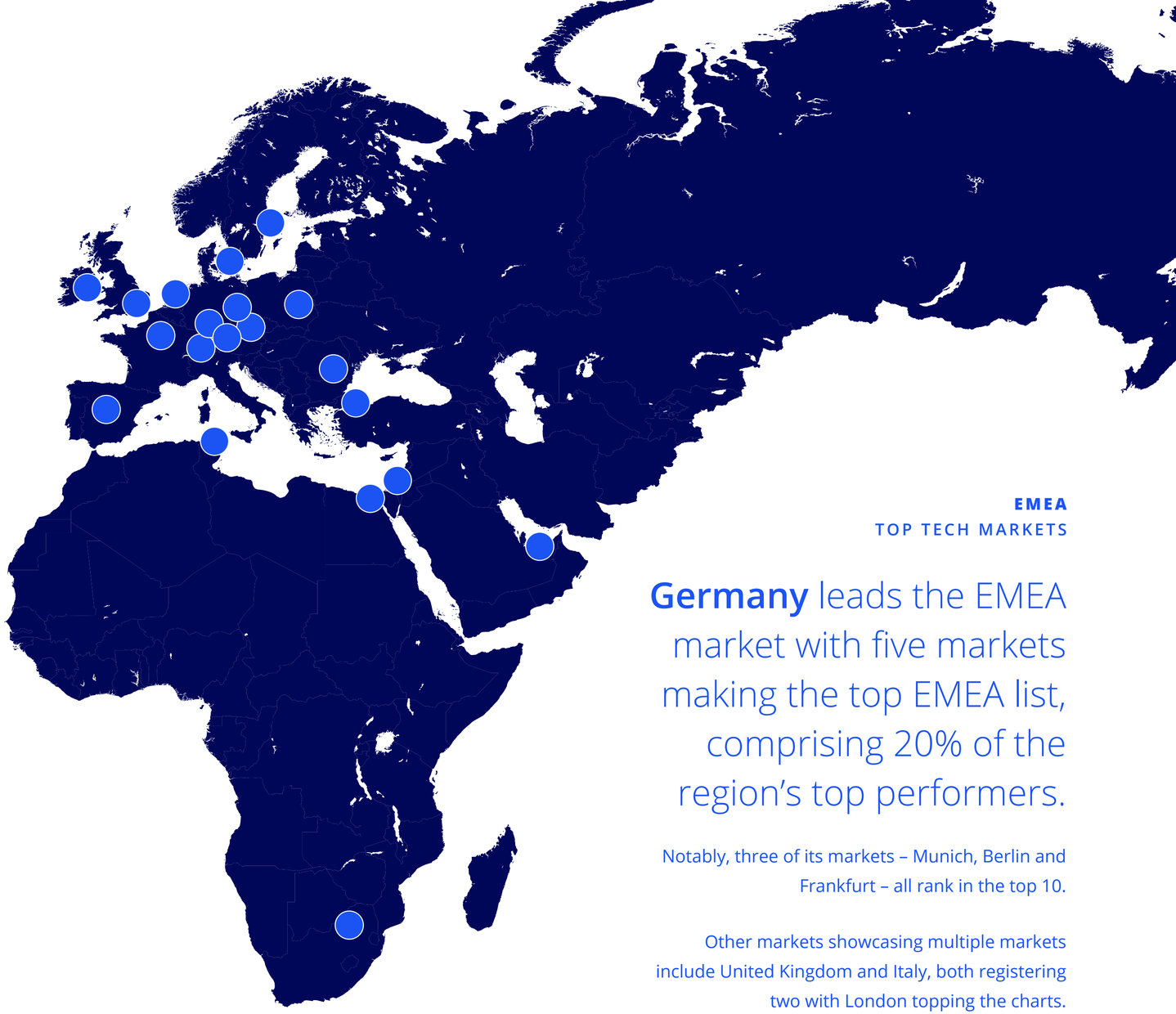
Regional Rankings: **EMEA**

The EMEA region performed well, boasting the most markets in the top 50, led by London, Paris and Dublin.

Market	Country	Overall Score	Talent Acquisition	VC Funding	Labor Index	Talent Pipeline	Sector Composition
London	United Kingdom	**4.0**	3.0	3.5	2.5	5.0	4.4
Paris	France	**3.4**	3.0	2.8	2.0	4.5	3.8
Dublin	Ireland	**3.3**	2.0	2.0	2.0	3.5	4.2
Munich	Germany	**3.1**	2.0	2.5	2.0	4.5	3.4
Stockholm	Sweden	**3.1**	1.5	2.8	2.0	3.5	3.6
Berlin	Germany	**3.0**	2.5	2.8	2.0	4.5	3.0
Bucharest	Romania	**2.7**	2.5	2.5	1.5	3.0	3.0
Madrid	Spain	**2.7**	2.0	2.0	2.0	4.0	3.0
Amsterdam	Netherlands	**2.7**	2.5	2.5	2.0	4.0	2.6
Frankfurt	Germany	**2.5**	1.5	2.3	2.0	3.0	2.8
Zürich	Switzerland	**2.5**	1.5	2.3	1.5	4.0	2.6
Rome	Italy	**2.4**	1.0	1.8	1.0	4.0	2.8
Warsaw	Poland	**2.4**	2.0	1.8	2.0	2.0	2.8
Helsinki	Finland	**2.4**	1.0	2.0	1.0	3.5	2.8
Milan	Italy	**2.3**	1.0	2.3	1.0	3.5	2.6
Oslo	Norway	**2.3**	1.0	2.0	1.0	3.0	2.8
Prague	Czechia	**2.3**	1.0	2.0	1.5	3.5	2.6
Brussels	Belgium	**2.3**	1.0	2.0	1.0	4.5	2.4
Copenha-gen	Denmark	**2.3**	1.0	2.3	1.5	3.5	2.4
Istanbul	Turkey	**2.2**	1.5	2.5	1.5	1.0	2.6
Hamburg	Germany	**2.2**	1.0	2.3	1.0	3.5	2.4
Vienna	Austria	**2.2**	1.0	2.0	1.0	4.0	2.4
Stuttgart	Germany	**2.2**	1.0	2.3	1.0	3.0	2.4
Birmingham	United Kingdom	**2.2**	1.0	2.3	1.0	4.0	2.2
Budapest	Hungary	**2.2**	1.0	1.5	1.5	2.0	2.8

Regional ranking of cities in EMEA, evaluating performance in talent acquisition, venture capital funding, labor index, talent pipeline, sector composition and overall score.

Source: Colliers Research



EMEA
TOP TECH MARKETS

Germany leads the EMEA market with five markets making the top EMEA list, comprising 20% of the region's top performers.

Notably, three of its markets – Munich, Berlin and Frankfurt – all rank in the top 10.

Other markets showcasing multiple markets include United Kingdom and Italy, both registering two with London topping the charts.

London leads all EMEA markets and ranked second globally followed by Paris, Dublin, Munich and Stockholm.

TALENT ACQUISITION | VC FUNDING | LABOR INDEX | TALENT PIPELINE | SECTOR COMPOSITION

London was one of only two markets globally to achieve an overall score of 4.0 or higher. Other notable markets in the EMEA region include Istanbul, Berlin, Milan and Stockholm. While Germany put three markets into the top 10, the overall rankings for EMEA are more evenly distributed compared to other regions.

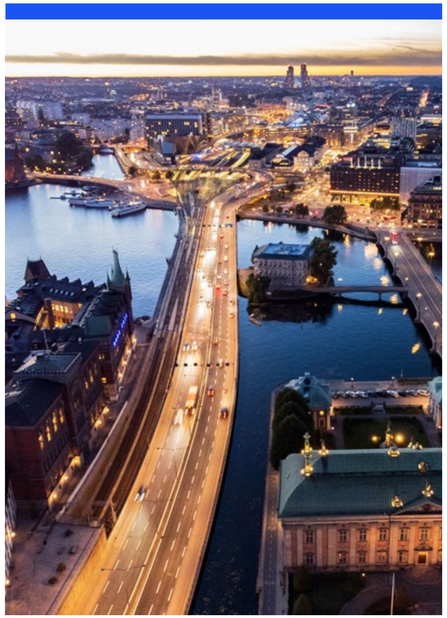
EMEA leads all regions with the most markets represented, driven in part by its highest average sector composition score, reflecting a strong concentration of tech Gross Value Add (GVA), tech workers and industry productivity. The region is also home to several high-scoring talent pipeline markets, with London earning a perfect score, followed closely by Paris, Munich, Berlin and Brussels. This abundance of talent is supported by high-quality teaching and resources in higher education, cultivating top talent.

London, England

Paris, France

Dublin, Ireland

Munich, Germany



Stockholm, Sweden

EMEA

TALENT ACQUISITION

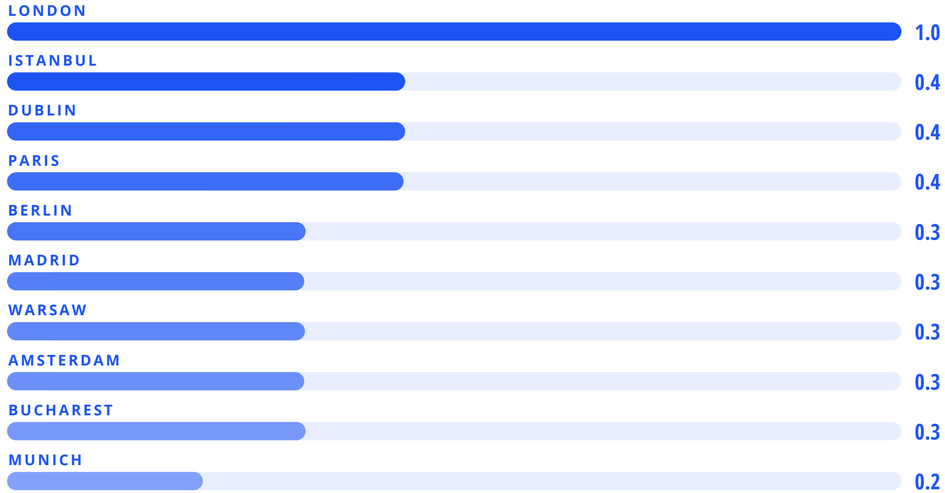
London, Paris, Berlin, Bucharest and Amsterdam lead the EMEA markets in talent acquisition, with **London** and **Paris** tied at the top.

Notable markets include Dublin, which ranks third in 1-year hiring from top tech companies and in the top 10 for open job posts, as well as Warsaw and Madrid, both of which also show top 10 numbers for 1-year hiring and open job posts.

London saw the most hiring over the past year from the top 15 tech firms, more than doubling the amount of the next highest market, Istanbul. Dublin saw the third highest levels of hiring, with Paris and Berlin rounding out the top five. The remainder of the top 10 markets for hiring include Madrid, Warsaw, Amsterdam, Bucharest and Munich.

Paris leads in open job posts, with nearly double the number of posts compared to the next highest market, London. Munich, Amsterdam and Bucharest complete the top five. Berlin also has a significant number of open job posts for the 10 tech occupations analyzed.

1-year hiring index



Index based off hiring volume in London
Source: Colliers Research

EMEA

VC FUNDING

London leads the VC funding category in EMEA, followed by Berlin, Paris, Stockholm and Munich.

Other notable markets include Amsterdam, Bucharest, Istanbul, Frankfurt and Zürich.

The top five markets account for 75% of all VC funds received over the last 10 years by the top EMEA markets. London, which has received nearly three times as much VC capital as the next highest market, Berlin, leads this metric. Paris, Stockholm and Amsterdam complete the top five markets for VC investment.

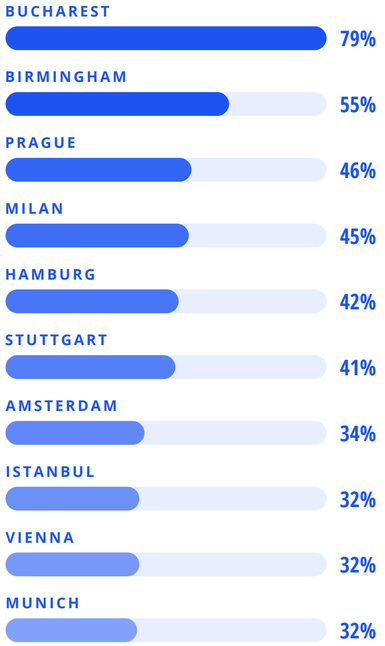
Other key markets receiving significant VC investment include Munich, Dublin, Madrid, Zürich and Istanbul.

London also led in total VC deals over the last 10 years, capturing 34% in the top EMEA markets, nearly triple the next market, Paris. Berlin, Stockholm and Amsterdam round out the top five. Copenhagen and Helsinki, although not in the top 10 for VC funds, both ranked in the top 10 for total VC deals.

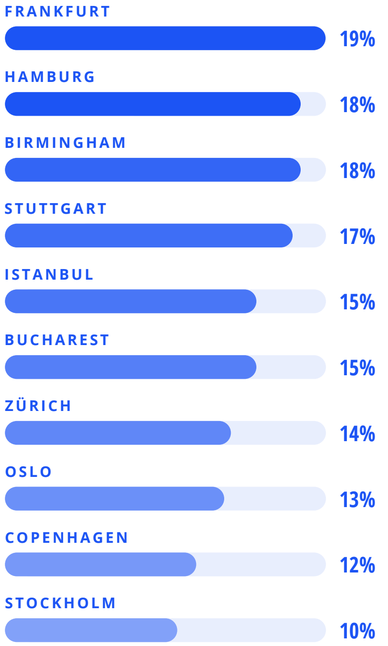
Bucharest posted the highest 10-year VC total investment CAGR among EMEA markets, followed by Birmingham, Prague, Milan and Hamburg. Other markets experiencing strong VC funding growth include Stuttgart, Amsterdam, Istanbul, Vienna and Munich.

For VC deal growth, Frankfurt saw the highest rate over the last 10 years at 19%. Hamburg and Birmingham followed, both posting 18% growth. Stuttgart saw 17% growth, while Istanbul and Bucharest both saw 15% growth, rounding out the top of the list.

10-Year Capital CAGR



10-Year Deal Count CAGR



Source: Colliers Research

EMEA

LABOR INDEX

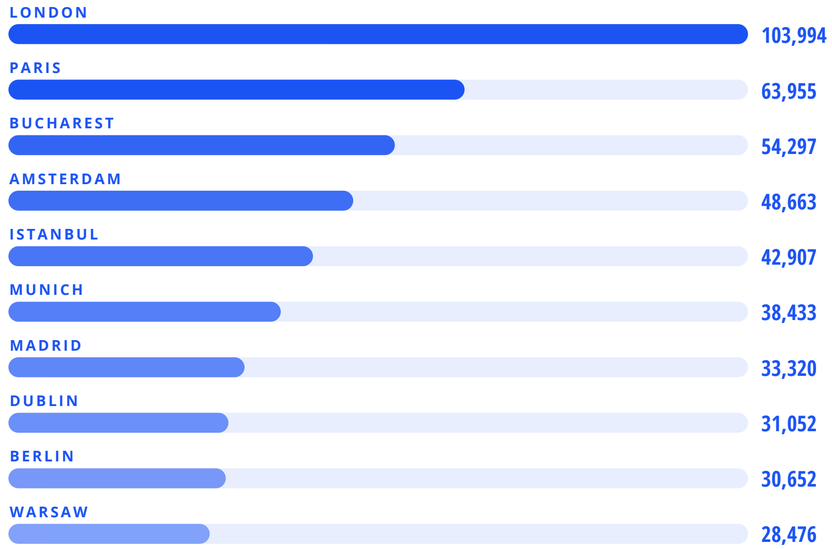
London leads all EMEA markets in the labor index, although this was the weakest category for the region.

After London, the next nine markets each hold the same score on the Labor Index, underscoring a trend of uniform labor distribution across the region for the 10 occupations analyzed in this category—an occurrence not seen in either APAC or the Americas. This pattern presents a unique opportunity, indicating that top talent is relatively evenly spread across the leading markets in the region.

London has the largest talent pool in EMEA, followed by Paris, Bucharest, Amsterdam and Istanbul. Munich, Madrid, Dublin, Berlin and Warsaw round out the top 10 for talent pool size. The top five markets account for 54% of the talent pool for the top EMEA markets, with London alone holding 18% of the total talent pool.

Frankfurt boasts the highest talent density in EMEA, with Warsaw, Stockholm, Zurich and London following. Other notable markets with high talent density include Copenhagen, Munich, Dublin, Amsterdam and Prague. London is the only market to make the top five for both metrics in this category.

Talent pool size



Source: Colliers Research

EMEA

TALENT PIPELINE

London, known for its world-class academic institutions, leads the Talent Pipeline category for EMEA with a perfect score.

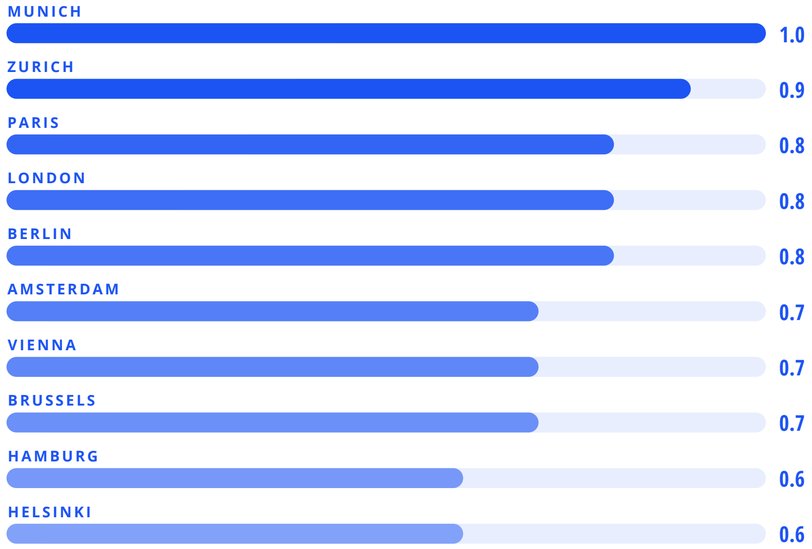
Paris, Munich, Berlin and Brussels follow closely behind with Madrid, Amsterdam, Zurich, Rome, Vienna and Birmingham rounding out the top 10.

In contrast to the Americas, there is a strong concentration of students from top tech universities in the highest-ranking markets. London, Madrid and Brussels alone account for nearly one-third of all students across leading EMEA markets. Other notable hubs for tech students include Rome, Berlin and Dublin—offering employers a deep bench of emerging talent.

Munich ranks first on the teaching and research index, followed by Zurich, Paris, London and Berlin. Amsterdam, Vienna and Brussels also scored highly in this category. London and Berlin are the only two markets to rank in the top five across both key metrics in the category.

Markets such as Hamburg and Helsinki performed well in teaching and resources but have relatively smaller student populations. Conversely, Milan and Birmingham have large student pools but ranked lower on the teaching and research index.

Teaching & research index



Source: Colliers Research

EMEA

SECTOR COMPOSITION

London leads the sector composition category, followed closely by Dublin, with Paris, Stockholm and Munich also ranking in the top five. Other notable markets include Berlin, Bucharest and Madrid.

Gross Value Added (GVA) was the preferred metric in EMEA and APAC, whereas Gross Domestic Product (GDP) was used in the Americas to align with regional preferences.

* This measure is different from our talent pool metric in our labor index category, which only accounts for the 10 select occupations. This category represents industry-wide data.

As in the Americas, tech activity is highly concentrated in the top markets – London, Paris and Dublin collectively account for more than half of the tech gross value added (GVA) among leading EMEA markets. Dublin, ranked third, reports nearly triple the GVA of fourth-ranked Munich, illustrating the dominance of the top three. Madrid, Istanbul, Berlin and Milan also recorded strong GVA figures.

London also tops the Industry labor pool* metric, followed by Paris, Madrid, Milan and Munich. Similar to tech GVA, the labor pool is concentrated in top markets, with the top five accounting for nearly half of total tech employment across EMEA. Berlin, Warsaw and Istanbul also rank among the leading markets for tech talent.

Dublin ranks first in productivity, producing nearly four times the tech GVA per worker as second-place Zurich. Brussels, Stockholm and London round out the top five. High productivity in Dublin is driven by an exceptional GVA per industry worker.

Dublin also leads in tech GVA as a share of total GVA, with tech accounting for 36%—more than one-third of the city's economy. Bucharest ranks second at 20%, further highlighting Dublin's unique tech concentration. Other strong performers with tech GVA representing a high share of total GVA include Stockholm, London, Paris, Warsaw, Prague and Budapest.

Dublin also leads in measures of tech labor pool as a percentage of the total labor force, signaling its strong focus on the tech sector. Stockholm, Warsaw, Paris and Bucharest follow closely, with Madrid, Helsinki, London and Munich also showing a high concentration of tech employment relative to total workforce.

Productivity

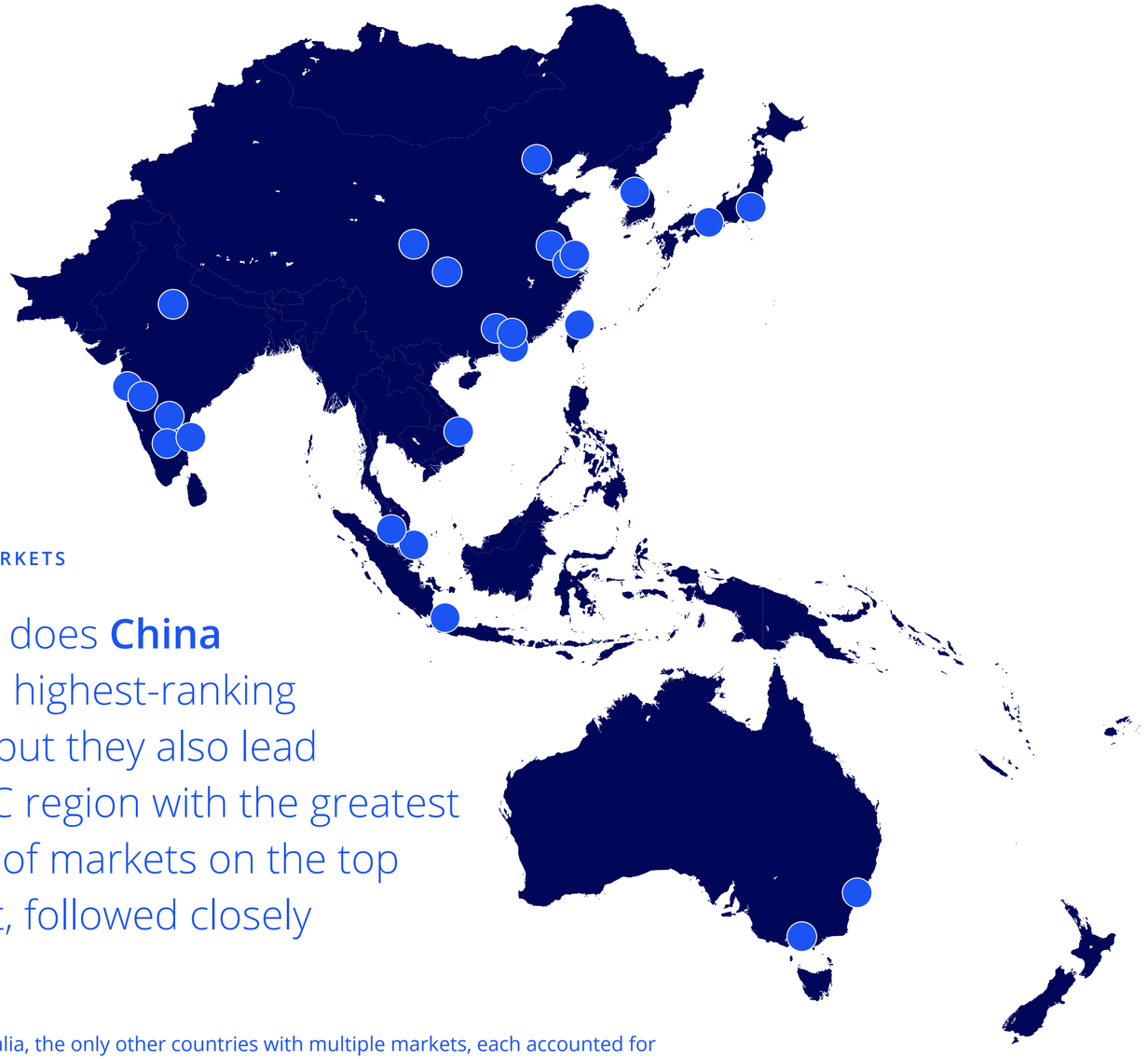
Numbers are rounded

Source: Colliers Research

TOP TECH MARKETS 2025

Regional Rankings: **APAC**

India and China lead many of the tables and a higher concentration of top-ranked cities, helping APAC punch above its weight in global talent markets.



APAC
TOP TECH MARKETS

Not only does **China** have the highest-ranking market, but they also lead the APAC region with the greatest number of markets on the top APAC list, followed closely by India.

Japan and Australia, the only other countries with multiple markets, each accounted for two markets, making them the region's third most represented countries.

Market	Overall Score	Talent Acquisition	VC Funding	Labor Index	Talent Pipeline*	Sector Composition
Beijing	**3.5**	2.0	3.3	1.5	-	4.2
Bengaluru	**3.4**	4.5	2.3	5.0	-	3.4
Tokyo	**3.2**	1.5	3.0	1.5	-	3.8
Shanghai	**3.0**	2.0	3.8	1.5	-	3.2
Seoul	**2.9**	1.5	3.5	1.5	-	3.2
Shenzhen	**2.8**	1.0	3.5	1.0	-	3.2
Hangzhou	**2.6**	1.0	3.0	1.0	-	3.0
Hyderabad	**2.6**	4.0	1.8	4.0	-	2.4
Pune	**2.6**	2.5	2.3	3.0	-	2.6
Guangzhou	**2.4**	2.0	2.5	1.5	-	2.6
Singapore	**2.4**	2.5	3.3	2.5	-	2.0
Osaka	**2.3**	1.0	2.5	1.0	-	2.6
Sydney	**2.2**	2.0	2.5	2.0	-	2.2
Jakarta	**2.2**	1.5	2.8	1.5	-	2.2
Mumbai	**2.2**	2.5	2.3	2.5	-	2.0
Chennai	**2.2**	2.5	1.8	3.5	-	2.0
Chengdu	**2.1**	1.0	2.5	1.0	-	2.4
Nanjing	**2.1**	1.0	2.8	1.0	-	2.2
Taipei	**2.0**	1.5	1.8	2.0	-	2.2
Kuala Lumpur	**2.0**	1.5	2.3	1.5	-	2.0
Delhi NCR	**1.9**	3.0	2.5	3.0	-	1.4
Melbourne	**1.7**	1.0	2.0	2.0	-	1.6
Vietnam	**1.6**	2.0	2.5	2.0	-	1.2
Chongqing	**1.6**	1.0	2.8	1.0	-	1.4
Hong Kong	**1.6**	1.0	2.5	1.5	-	1.4

Regional ranking of cities in the Asia Pacific, evaluating performance in talent acquisition, venture capital funding, labor index, sector composition and overall score.

*Please note that this data does not include a talent pipeline for APAC due to limited data availability and, more importantly, a lack of consistent data across the region.

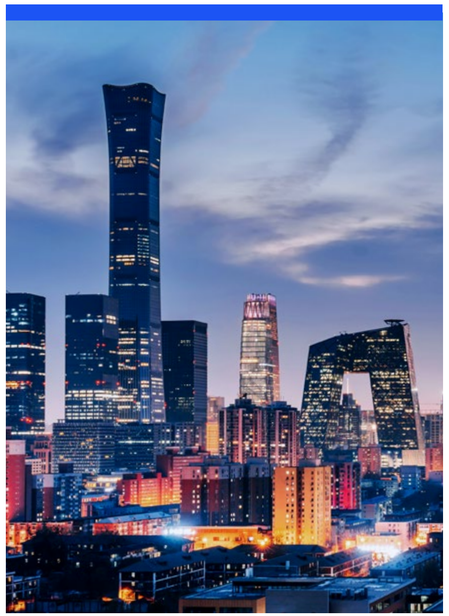
Source: Colliers Research

Beijing ranked as the top market in APAC, driven by its leading scores in sector composition, fourth-highest score in VC funding and an above-average score in talent acquisition. Bengaluru ranked second, notably earning a perfect score in the labor index.

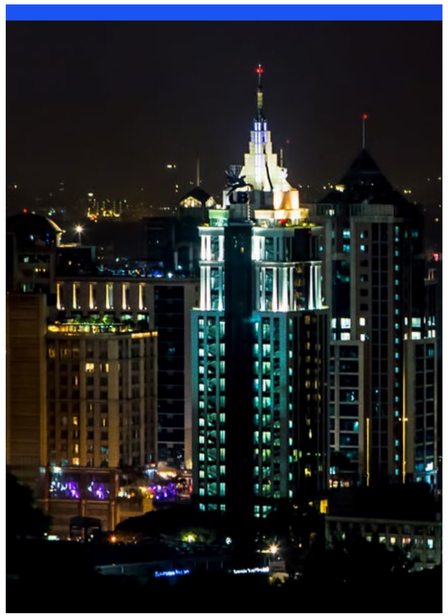
TALENT ACQUISITION | VC FUNDING | LABOR INDEX | SECTOR COMPOSITION

China accounts for five of the top 10 markets in APAC, but the region's top five are geographically diverse, including markets from India, Japan and Korea. India is the only other country with multiple markets in the top 10, represented by Bengaluru, Hyderabad and Pune.

Tokyo earned an above-average VC funding score and the second-highest sector composition score. Seoul achieved the second-highest VC funding score and an above average sector composition score.



Beijing, China



Bengaluru, India

Tokyo, Japan

Shanghai, China

Seoul, Korea

APAC

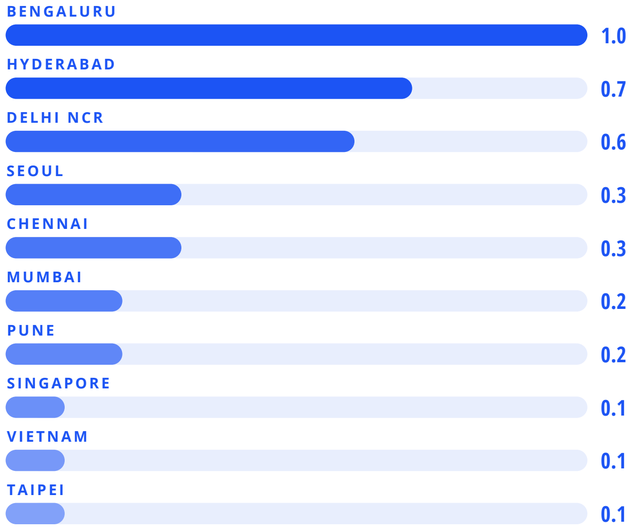
TALENT ACQUISITION

India dominates the talent acquisition category, holding four of the top five markets and placing all six of its markets in the top 10.

Bengaluru leads, followed by Hyderabad, Delhi NCR and Pune. Singapore is the only non-Indian market in the top five, driven by strong 1-year hiring and a high volume of open job posts, signaling a concentrated effort to hire for the 10 key tech occupations. Other notable markets include Chennai, Mumbai, Beijing, Shanghai and Guangzhou.

Six of the top seven markets with the highest number of hires by the top 15 tech companies in the past year are in India, reflecting a significant foreign hiring focus on India due to its lower cost of living, affordable wages and larger talent pools. These six Indian markets account for 72% of all 1-year hires in the region. The only non-Indian market in the top seven is Seoul, with Singapore, Vietnam (Ho Chi Minh City and Hanoi) and Taipei rounding out the top 10.

While India holds the top two spots for open job posts, there is more diversity across this metric. Guangzhou and Shanghai are in the top five, along with another Indian market, Pune. Other notable markets with high volumes of open job posts include Singapore, Chennai, Mumbai and Delhi NCR. While India's six markets remain in the top 10, there is a wider distribution of open job posts than 1-year hiring across the region.



Index based off hiring volume in Bengaluru
Source: Colliers Research

APAC

VC FUNDING

China leads the VC funding category in APAC, accounting for three of the top five, and six of the top 10.

Shanghai led all markets, followed by Shenzhen, Seoul, Beijing, Singapore, Hangzhou and Tokyo. Other notable high-scoring markets include Nanjing, Jakarta, Chongqing, Guangzhou and Hong Kong. Delhi NCR was the highest-scoring market in India.

Four of the top five markets receiving the most VC investment in the past 10 years were in China. Beijing attracted the most capital, followed by Shanghai, Hangzhou, Singapore and Shenzhen. Overall, six of the top 10 markets for VC investment are in China, with Guangzhou and Hong Kong also making the list. Notably, 72% of all VC funding in APAC went to Chinese markets. Other key markets in this category include Tokyo, Seoul and Bengaluru.

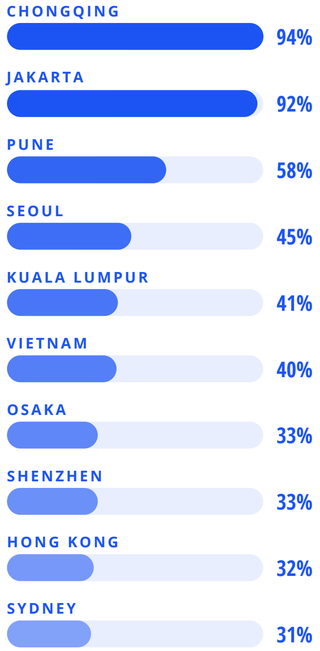
Beijing and Shanghai also topped the list for the most VC deals over the last decade, followed by Seoul, Tokyo and Singapore. Delhi NCR performed well in both VC capital and deal count, placing in the top 15 for both metrics. Other notable markets for VC deal count include Shenzhen, Hangzhou and Bengaluru.

Chongqing leads all markets in 10-year VC CAGR, followed closely by Jakarta with both markets enjoying a more than 90% increase in VC CAGR. Right behind in the rankings are Pune, Seoul, Kuala Lumpur, Vietnam and Osaka. This metric shows a diverse spread, with only China ranking multiple (three) markets in the top 10.

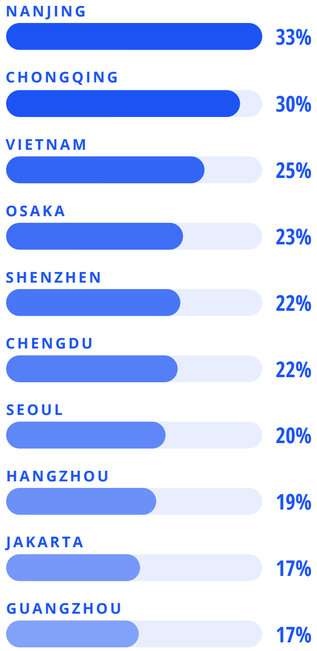
Kuala Lumpur stands out, with the country's economic minister highlighting government efforts to drive tech company and startup development. This focus is reflected in the market's significant VC growth over the past decade.

As a region, APAC holds all of the top 10 global markets for VC deals 10-year CAGR, signaling a clear shift of VC activity toward the region. APAC also has six of the top 10 global markets for VC investment growth, further solidifying the region's rapid development and increasing VC presence.

10-year capital CAGR



10-year deal count CAGR



Source: Colliers Research

APAC

LABOR INDEX

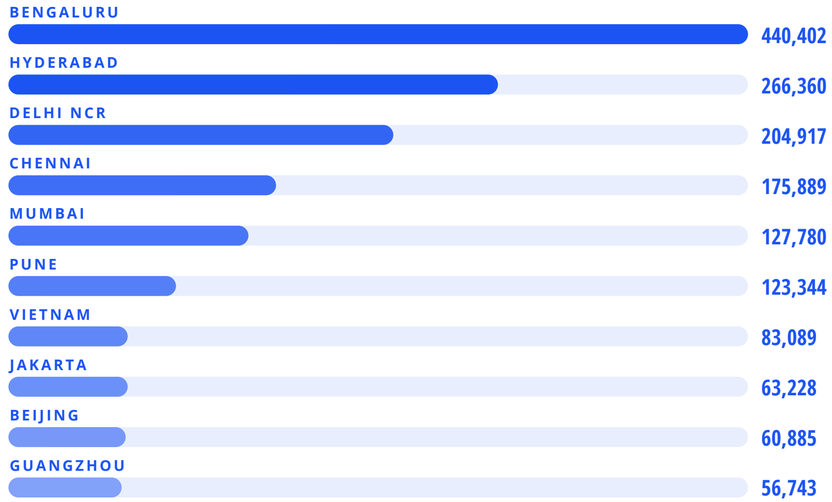
India leads the labor index category, taking all of the top five spots.

Bengaluru leads, followed by Hyderabad, Chennai, Pune and Delhi NCR. Completing the top 10 are Singapore, Mumbai, Melbourne, Sydney, Vietnam and Taipei. Notably, Bengaluru achieved a perfect score in this category, having the largest talent pool size and highest talent density of any market globally, not just in APAC.

Bengaluru boasts the largest talent pool of all markets, followed by the other Indian markets: Hyderabad, Delhi NCR, Chennai and Mumbai. Collectively, India's markets account for 69% of the total talent pool for this region's top global markets, reinforcing India's status as a key destination for companies seeking tech talent.

Bengaluru also leads in Talent Density, with Hyderabad, Singapore, Pune and Chennai following closely. Other notable markets for talent density include Taipei, Sydney, Delhi NCR, Mumbai and Melbourne.

Talent pool size



Source: Colliers Research

APAC

SECTOR COMPOSITION

Beijing leads the sector composition category for APAC, followed by Tokyo and Bengaluru. Shanghai, Seoul and Shenzhen are tied for fourth place.

Gross Value Added (GVA) was the preferred metric in EMEA and APAC, whereas Gross Domestic Product (GDP) was used in the Americas to align with regional preferences.

* This measure is different from our talent pool metric in our labor index category, which only accounts for the 10 select occupations. This category represents industry-wide data.

Similar to other regions, tech activity in APAC is heavily concentrated at the top. Beijing and Tokyo alone account for nearly one-third of all GVA among leading APAC markets, with Tokyo producing double the GVA of third-ranked Shanghai. Shenzhen and Seoul round out the top five, while other notable markets include Guangzhou, Hangzhou, Pune and Bengaluru. Notably, China is home to six of the top 10 markets for this metric.

Pune tops the Industry labor pool metric, followed by Beijing, Shanghai, Tokyo and Shenzhen. As with tech GVA, China again dominates, with six of the top 10 markets in this category. The remaining markets in the top 10 include Guangzhou, Hangzhou, Mumbai, Bengaluru and Chengdu.

The productivity metric reveals a somewhat diverse spread across the region – Sydney takes the lead, followed by another Australian market, Melbourne.

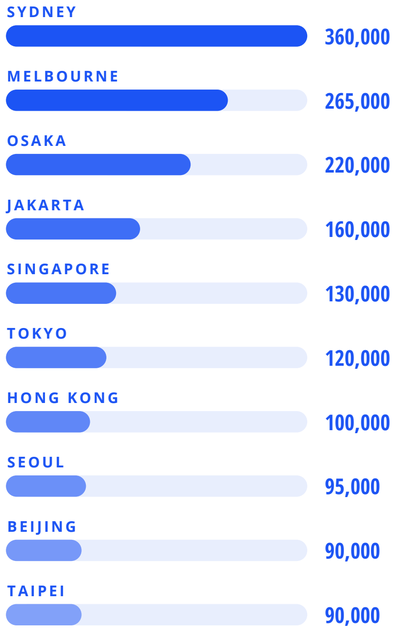
Yet Osaka, Jakarta and Singapore complete the top five, reflecting high GVA per worker in these cities. The top five markets together account for nearly half of the region's overall productivity. Tokyo, Hong Kong, Seoul, Taipei and Beijing also score highly in this category.

Bengaluru leads in tech GVA as a percentage of total GVA, with tech contributing 27% of the market's economy. Beijing ranks second at 19%, followed by Hyderabad, Hangzhou and Chennai. India stands out with three of the top five markets in this metric, underscoring the strong role of tech in the country's economy. Tokyo and Seoul also record notable shares of tech GVA within their economies.

Beijing leads in tech labor pool as a percentage of total workforce, followed closely by Tokyo – both markets exceeding 10%. Bengaluru, Seoul and Hangzhou round out the top five. These high percentages indicate a strong emphasis on tech talent in these labor markets.

Productivity

Numbers are rounded



Source: Colliers Research

Key takeaways
from this report

01

AI is shaping talent demand

Understand how AI is changing competition for key technology roles and how it might change your workforce and real estate requirements going forward. Identify the right markets to drive your talent strategy in the age of AI.

02

Recruit tomorrow's talent today

Attracting younger generations isn't just about offering more money. Organizations need to be able to provide a good work environment, great office locations, meaningful impact and an engaging employee experience.

03

Tailor regional strategies

While talent markets are dominated by the U.S., Germany, China and India, tech executives should also be exploring regional centers and emerging cities when developing their unique workforce and real estate strategies.

04

Assess the impact of ecosystems

While Magnificent Seven and VC presence can draw technology talent to a city, they can also create significant competition and wage pressures. Decide where you can compete and where you might have unique advantages.

05

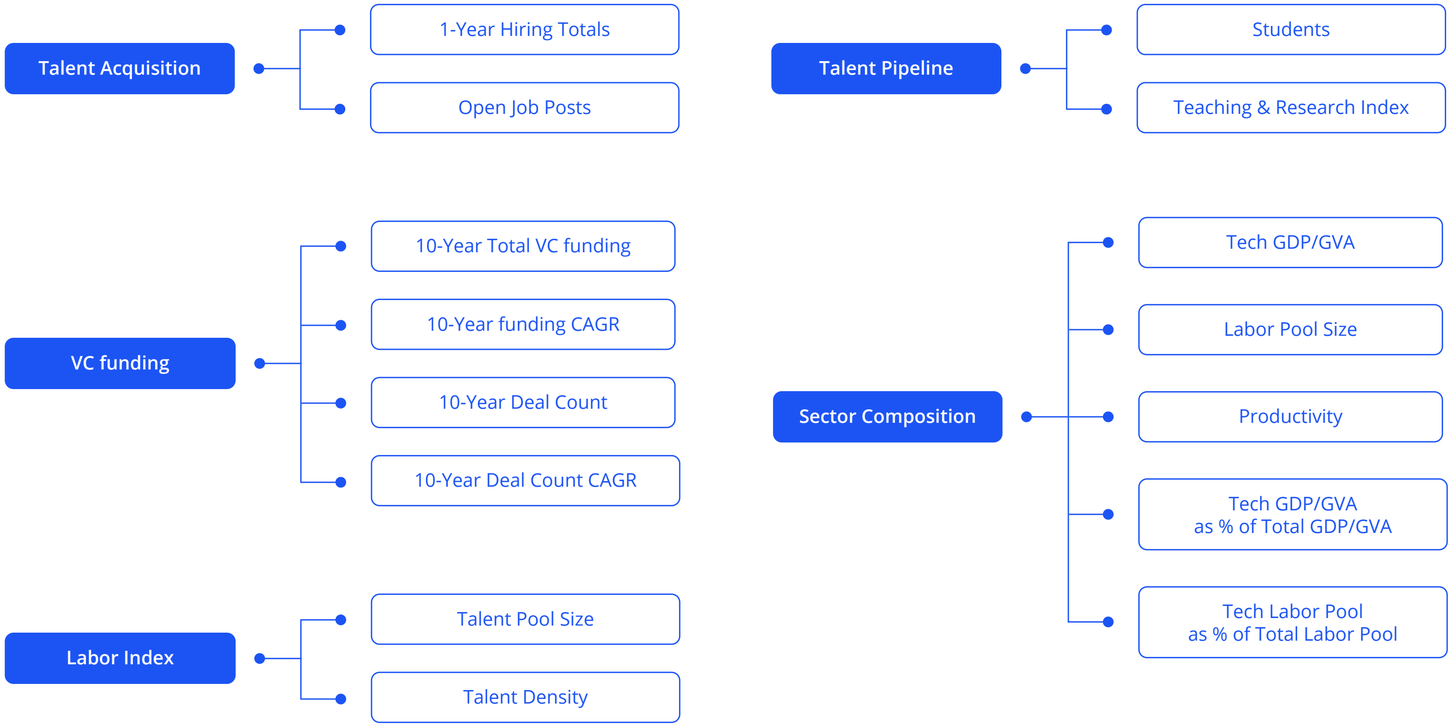
Take an evidence-based approach to talent

As talent markets and employee expectations shift, executives will need to continue to optimize their office space. Evidence-based decision-making will be key, driven by insightful data and analytics.

CRITERIA ANALYSIS

Methodology

We analyzed over 200 global markets across three global categories: Talent Acquisition, VC funding and Labor Index; and two regional categories: Talent Pipeline and Sector Composition. Within these categories, we evaluated 15 criteria.



Continued

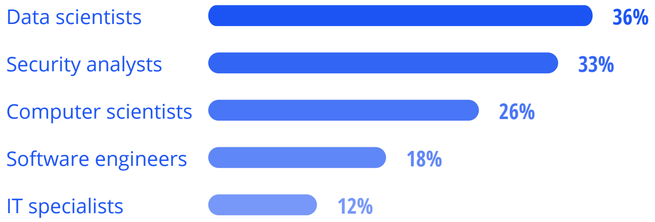
For 1-year hiring totals, we focused on the top 15 tech companies by market cap (Amazon, Microsoft, Nvidia, Google, Apple, Meta, TSMC, Broadcom, Tesla, Tencent, ASML, Oracle, Samsung, Netflix and AMD), using external data to identify where they hired the most employees over the past year. It's important to note that this data covers all tech roles, not just the 10 key roles analyzed for open job posts, talent pool size and talent density.

For open job posts and labor index metrics (talent pool size and talent density), we focused on 10 key occupations that are expected to see significant growth through 2032. These roles are commonly held at the top 15 tech companies:

- Data Scientist
- Information Security Analyst
- IT Specialist
- Computer Scientist
- Software Engineer
- Machine Learning Engineer
- Artificial Intelligence Engineer
- Robotics Engineer
- Computer Vision Engineer
- Natural Language Processing (NLP) Engineer

These roles were chosen due to their high projected growth and importance to both current and future talent demand.

Projected growth 2025-2032



For the VC metrics, we aggregated external data to analyze 10-year totals for both funding and deal count and calculated the 10-year compound annual growth rates (CAGR) for both.

For the talent pipeline category, we used external data to evaluate both quantitative and qualitative metrics – aggregating student populations at top tech universities in each market to measure the available hiring base for tech talent, and indexing teaching and resources to assess the quality of each market's tech universities.

For the sector composition category, we analyzed each market's industry output and workforce composition. Using external data, we ranked each market based on their total Tech Gross Value Added (GVA) or Gross Domestic Product (GDP), depending on the region, as well as the size of their industry wide tech labor pool. We then calculated productivity by measuring GDP or GVA per tech worker. Additionally, we assessed the proportion of tech workers within each market's total labor force and the share of tech GVA or GDP relative to total GVA or GDP.

We applied the Jenks Natural Breaks Optimization method to assign scores from 1 (lowest) to 5 (highest) for each metric, ensuring maximum variance between groups and minimal variance within groups. Weightings were then applied to each metric to calculate a category score and an overall score for each market. The top markets showed above-average overall scores, demonstrating strength across most categories. Some markets scored lower in select categories but performed strongly in others, resulting in desirable overall scores.

In some cases, LinkedIn Insights provides data on a regional or national level for certain markets, meaning that some markets in the analysis represent regional or national data. They are Dublin, Santiago, Bucharest, Ho Chi Minh City and Hanoi (referred to as Vietnam on all tables), Amsterdam, Utrecht, Rotterdam and The Hague (referred to as Amsterdam on all tables), Saudi Arabia and Scotland. Not all of the referenced cities in the analysis made it into a global or regional list.

While LinkedIn Insights provides data for these markets on a regional or national level, Pitchbook data used for the VC funding category was on a city level. Data was aggregated for markets on a national or regional level where appropriate.

Open job posts are defined as "the number of full-time open job posts that match the search criteria." Job posts are aggregated from more than 40,000 sources globally.

The following markets: San Francisco Bay Area, Washington D.C. - Baltimore, Dallas - Fort Worth, Raleigh - Durham and Miami - Fort Lauderdale reflect commonly accepted naming conventions in the U.S. These markets are often combined due to their interconnected economies, which aligns with how they are typically represented in U.S. market reporting.

GLOBAL OCCUPIER SERVICES

Global Tech Markets Top Talent Locations 2025

ASIA PACIFIC

Mike Davis
Managing Director
Occupier Services
Asia Pacific
michael.davis@colliers.com
+65 6531 8608

AUSTRALIA

Richard Garing
Managing Director
Occupier Services
Australia
richard.garing@colliers.com
+61 2 9770 3135

CHINESE MAINLAND

Michael Wu
Executive Director
Head of Office Services Mainland China
michael.wu@colliers.com
+13 50 1836605

HONG KONG

Fiona Ngan
Head of Occupier Services
Hong Kong
fiona.ngan@colliers.com
+852 9098 2448

INDIA

Arpit Mehrotra
Managing Director
Office Services
India
arpit.mehrotra@colliers.com
+91 99 6603 0144

INDONESIA

Bagus Adikusumo
Senior Director
Office Services
Indonesia
bagus.adikusumo@colliers.com
+62 8 1872 6769

JAPAN

Takaaki Yokoyama
Senior Director & Head
Occupier Services
Japan
takaaki.yokoyama@colliers.com
+81 3 4572 1301

NEW ZEALAND

Rob Bird
National Director
Office Leasing
New Zealand
rob.bird@colliers.com
+64 21 358 188

PHILIPPINES

Dom Frederick Andaya
Executive Director
Office Services
Philippines
dom.andaya@colliers.com
+09178316725

SINGAPORE

Tridiana Ong
Executive Director & Head
Occupier Services
Singapore
tridiana.ong@colliers.com
+65 6216 1756

SOUTH KOREA

Jay Cho
Executive Director
Office & Industrial Services
South Korea
jay.cho@colliers.com
+82 2 6325 1905

TAIWAN

Man Chan
Senior Executive Director
Occupier Services
Taiwan
man.chan@colliers.com
+886 2 8722 8620

To learn more about Colliers services or to discuss your own unique challenges, contact your local Colliers office.

colliers.com/occupierservices

Colliers

Accelerating success.