

Planning for 2027 Starts Now: Workforce Insights from Akkodis' 2026 IT & Engineering Salary Guide

Workforce intelligence from Akkodis to help OEM customers build defensible 2027 compensation, hiring, and technology plans.

For many Ontario education and broader public sector organizations, the second half of the year is when critical decisions are made about 2027 budgets, workforce plans, technology investments, and recruitment priorities.

The challenge? The technology workforce is evolving faster than ever.

Artificial intelligence is reshaping how teams work, competition for digital talent remains intense, and employees continue to prioritize career growth, flexibility, and meaningful work. Organizations that rely on outdated compensation or workforce assumptions risk struggling to attract and retain the talent needed to deliver future initiatives.

To help organizations make informed decisions for the year ahead, **Akkodis**, an OEM Supplier Partner for Recruitment and Staffing Services, released its **2026 IT & Engineering Salary Guide** earlier this year to provide hiring benchmarks and guidance for 2027. Drawing on insights from more than 30,000 technology professionals, the guide combines salary benchmarks with workforce, AI, and retention trends that can help shape 2027 hiring and budgeting strategies.

Why It Matters for 2027 Planning

The guide highlights several workforce trends that public sector leaders should be considering today:

- **Salary remains the top reason employees change employers**, making compensation benchmarking essential for recruitment and retention planning.
- **AI adoption is accelerating**, with 41% of technology professionals already using Generative AI daily and 80% reporting improved confidence at work through AI tools.
- **Skills development is becoming a retention strategy**, as employees increasingly seek opportunities to grow through emerging technologies and high-impact projects.
- **Cybersecurity talent shortages persist**, with many organizations reporting capability gaps in one of today's most critical technology domains.

These insights can help organizations move beyond simply filling vacancies and begin planning for the workforce they will need in 2027 and beyond.

Practical Value for HR and Procurement Leaders

The Salary Guide helps organizations:

- Build evidence-based compensation and staffing budgets
- Benchmark salaries against local Toronto and Ottawa markets
- Forecast costs for technology and digital transformation initiatives
- Identify emerging skill requirements in AI, cloud, cybersecurity, and data
- Develop recruitment and retention strategies backed by current market intelligence.

Ontario Market Snapshot

Median annual salaries for key technology roles include:

Role	Toronto	Ottawa
AI Engineer	\$125,900	\$123,000
Cloud Infrastructure Architect	\$124,700	\$121,900
Data Scientist	\$121,900	\$119,100
Cybersecurity Analyst	\$119,300	\$116,500

** sourced from CompAnalyst Market Data, a solution provided by Salary.com*

These regional benchmarks provide valuable context when preparing 2027 workforce and project budgets.

From Workforce Planning to Workforce Readiness

Beyond compensation data, the 2026 IT & Engineering Salary Guide provides insight into how AI is changing workforce expectations, operating models, and talent requirements. As organizations increasingly adopt human-AI ways of working, leaders must balance technology investments with strategies to attract, develop, and retain the right people.

For OECM customers, the Salary Guide offers a practical resource to support workforce planning decisions today and build a future-ready organization for 2027.

Take Action

 [Download the 2026 IT & Engineering Salary Guide](#)

 [Learn more about Akkodis through OECM's Supplier Partner Portal](#)

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