

Data Center Staffing and Hiring Survey Findings

OCTOBER 2025

SUMMARY

One-third of respondents (34%) to Uptime's 2025 Data Center Staffing and Recruitment Survey say the number of new hires in their data centers has increased this year. The greatest number of new data center hires have come from universities over the past 12 months (50%).

A clear majority of respondents (55%) report their organization's salary spending has increased over the past 12 months. Only 8% say overall salary-related spending has decreased.

Operations management (49%) and *operations junior/mid-level staff* (45%) roles saw the greatest increases in salary-related spending during 2025.

Not coincidentally, *operations junior/mid-level staff* (57%) and *operations management* (30%) also were the job roles with the highest rates of staff turnover—a clear indicator of heightened demand.

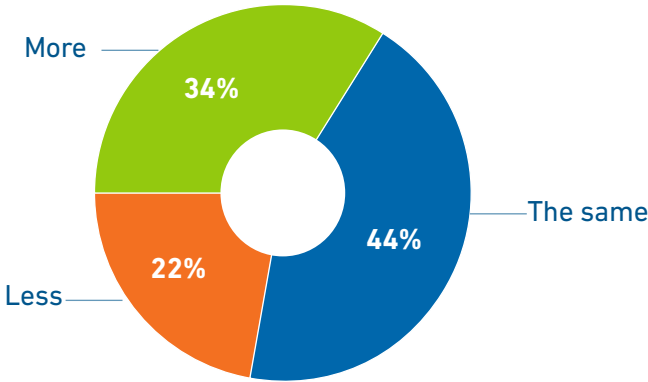
ABOUT THIS REPORT

Uptime Institute's 2025 Data Center Staffing and Recruitment Survey was conducted between August 20, 2025 and September 30, 2025 and had a total of 864 data center industry respondents.

This report is based on the results from 470 facility owner/operator respondents.

Data center new hires

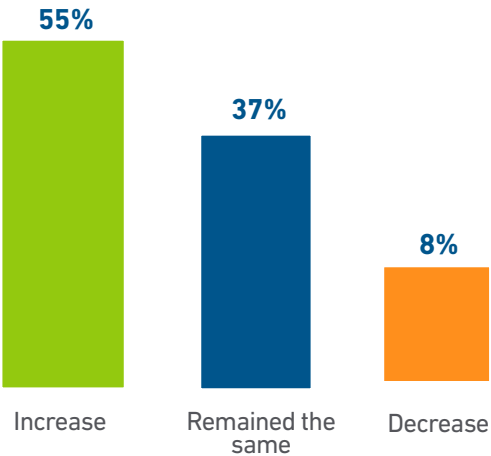
I. How would you characterize the number of new hires (full or part-time payroll employees) in your organization's data center(s) at this point in 2025? (n=383)



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Organizational salary spending: Past 12 months

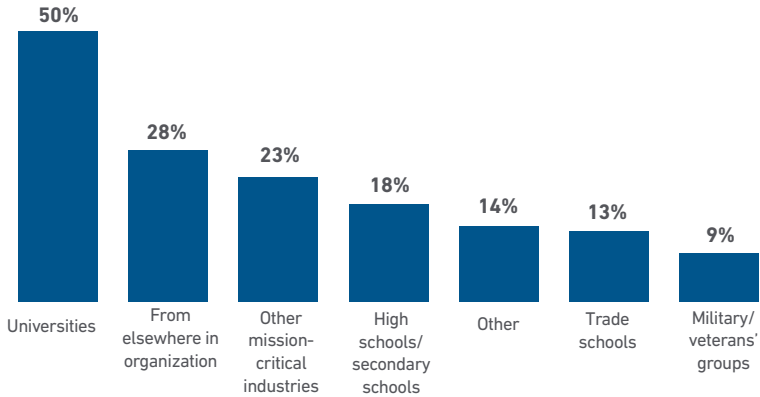
III. Over the past 12 months, would you say your organization's overall salary-related spending has increased, decreased, or remained the same? (n=352)



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Labor pools for data center new hires

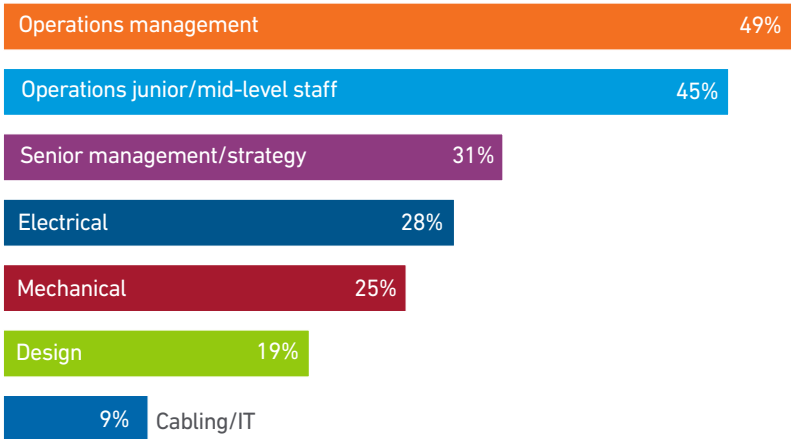
II. From which of the following labor pools has your organization hired the greatest number of new data center employees during the past 12 months? Choose no more than two. (n=364)



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Greatest increases in salary spending

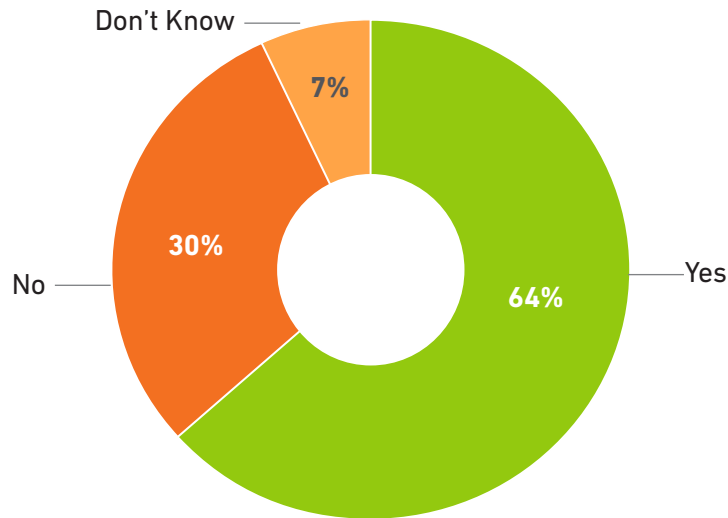
IV. From the following roles, which areas has your organization seen the greatest increase in salary-related spending over the past 12 months? Choose no more than three. (n=185)



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Data center staff turnover

V. Have any of your organization's data center employees left in the past 12 months? (n=418)

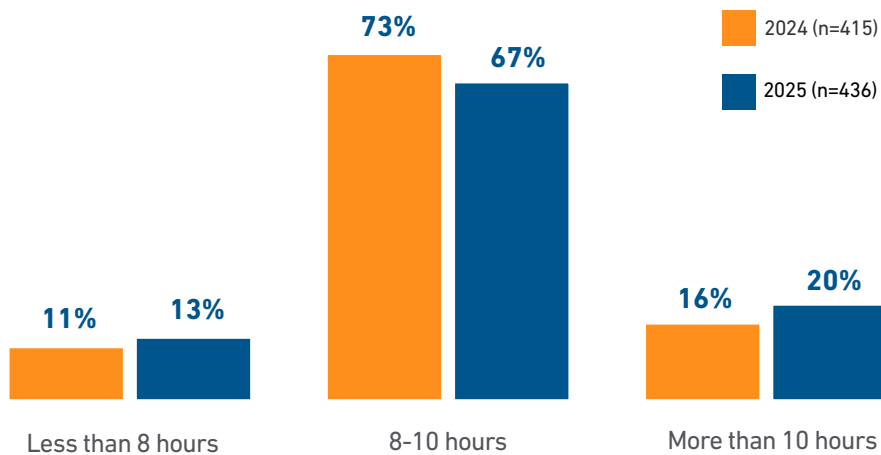


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Typical shift length

VII. Regarding your organization's own data center employees, how long is a typical scheduled single-day shift?

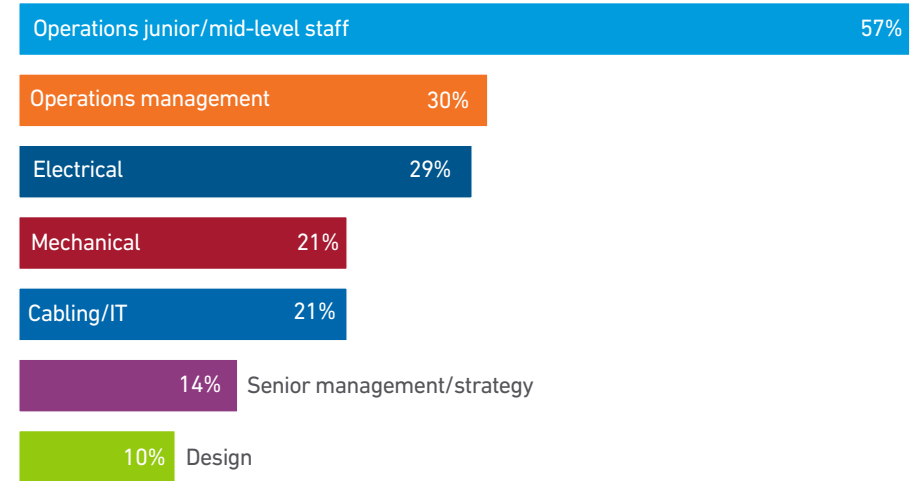


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Job roles with the highest turnover

VI. From the following job roles in your data center, which would you say have the highest rate of staff turnover? Choose no more than three. (n=407)

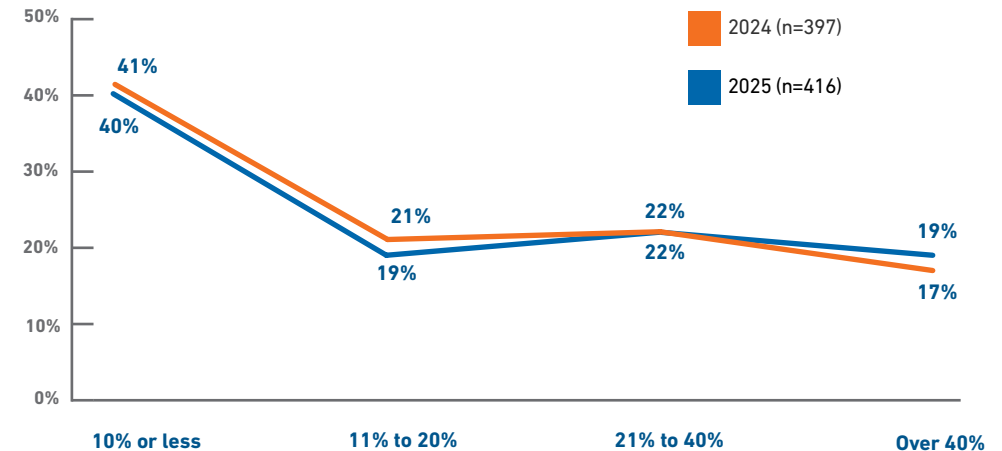


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% of data center employees under 30 years old

VIII. Regarding your own data center employees, what percentage would you estimate are under the age of 30?

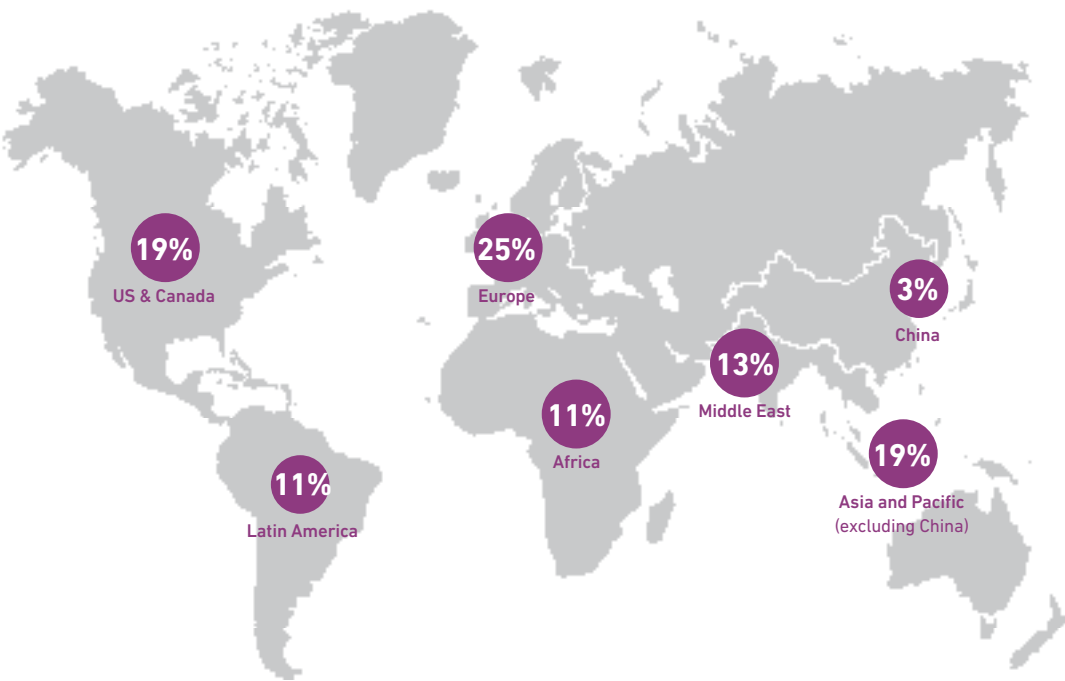


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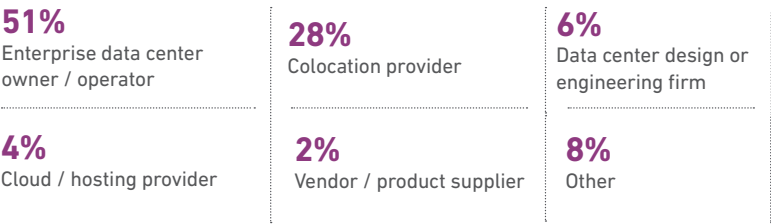
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Owner/Operator Respondent Demographics

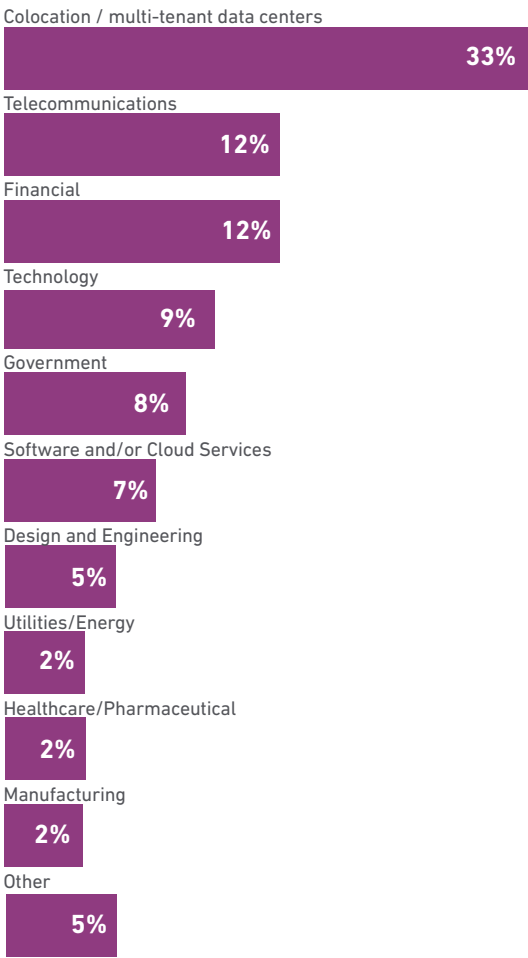
Respondents' location (n=470)



Digital infrastructure environment (n=470)



Verticals (n=359)



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About Uptime Institute

Uptime Institute is the Global Digital Infrastructure Authority. Its Tier Standard is the IT industry's most trusted and adopted global standard for the proper design, construction, and operation of data centers – the backbone of the digital economy.

For over 25 years, the company has served as the standard for data center reliability, sustainability, and efficiency, providing customers assurance that their digital infrastructure can perform at a level that is consistent with their business needs across a wide array of operating conditions.

With its data center Tier Standard & Certifications, Management & Operations reviews, broad range of related risk and performance assessments, and accredited educational curriculum completed by over 10,000 data center professionals, Uptime Institute has helped thousands of companies, in over 100 countries to optimize critical IT assets while managing costs, resources, and efficiency.

Uptime Institute is headquartered in New York, NY, with offices in Seattle, London, Sao Paulo, Dubai, Singapore, and Taipei. For more information, please visit www.uptimeinstitute.com

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