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ANALYSIS OF DEVELOPMENT TRENDS OF THE UKRAINIAN LABOR MARKET IN THE IT SPHERE

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Abstract. *The article analyzes the development trends of the Ukrainian labor market in the IT sector for the period 2022-2025. The dynamics of employment and vacancies, changes in the structure of demand for specialists (in particular, the growth in demand for AI/ML specialists and architects), the impact of the Russian military aggression in 2022 on labor resources and employee mobility, as well as the transformation of forms of work (remote work, outsourcing, freelancing) are considered. The factors of the sector's stability (export of IT services, adaptation of companies) and risks (headcount outflow, decline in exports, reductions in certain subsegments) are analyzed, and the main changes that occurred in the labor market during martial law are analyzed and the prospects for post-war recovery are outlined.*

Keywords: *Labor market analysis, labor market trends, Ukrainian IT sector, employment, vacancies, AI/ML, outsourcing, remote work, digital transformation, war and labor market.*

The article provides a comprehensive analysis of the development trends of the Ukrainian labor market in the IT sector in 2022-2025. The main directions of employment dynamics, vacancy structure, and changes in demand for IT specialists are revealed. Particular attention is paid to the growing need for highly qualified specialists in artificial intelligence (AI), machine learning (ML), cloud technologies, and data architecture. The

impact of the Russian military aggression in 2022 on the state of labor resources, employee mobility, migration processes, and the transformation of employment forms is investigated. Key trends in the transition to remote work, the spread of the freelance model, and the expansion of outsourcing services are highlighted.

Factors of resilience of the IT sector were assessed, in particular the role of IT services exports, flexible business models, and the ability of companies to quickly adapt in times of crisis. At the same time, risks to further development have been identified - the outflow of qualified personnel abroad, a decrease in export volumes, a reduction in certain market subsegments, and a lack of investment in human capital. Based on the analysis, the directions of restoration and potential for the post-war development of the IT labor market of Ukraine, based on the digitalization of the economy, the development of innovative competencies, and the expansion of integration into the global IT space, are outlined.

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