



ework GROUP

Consultancy Market Trends & Insights

Sweden

Q1 2025

Consultancy Market Trends & Insights: Q1 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q1 2025 Consultancy Market Trends & Insights Report, we delve into key questions such as:

Which skill areas are in the highest demand?

What skill areas are the most competitive—and the least?

How are contract lengths evolving, and what does this mean for businesses and talent alike?

Our approach focuses on quarter-over-quarter comparisons, offering fresher insights into the current state of the market rather than solely relying on year-over-year data. This method ensures a sharper focus on dynamic shifts and relative changes.

This report provides a deep dive into the trends that matter, backed by our expert analysis and a comprehensive look at the most relevant data.

Stay informed, stay competitive—and mark your calendar for our next update in September!



Introduction

We just celebrated midsummer, and with that we have passed the brightest day of the year. The journey towards brighter days during the first half of 2025 has however not been reflected in the general mood, as we feel the struggle and the challenges following trade wars, tariffs, polarization, geopolitical tensions, intensified conflicts and more every day.

New AI models have been deployed, and the AI arms race continues. It feels like a new AI tool pops up every day. Currently I'm playing around with Lovable to test vibe coding. AI will (and is already doing so) change how we work, which pushes the need to have a lifelong learning strategy to stay relevant, both at an individual level as well as at the organizational level. By having this as a focus we can use the technology to augment us rather than replace us. This is where the New-Collar worker comes in as well.

Europe also understood the importance of being independent and not rely too heavily on others, which is good. It will for sure be interesting to follow the EU's investments in the AI factories and the outcomes from here. Have you heard about the Dutch company called ASML? This is probably the most powerful company in the world right now. They are the ones that manufacture the machine that builds the actual AI chips.

Navigating in all the changes is of course both complex and challenging. This is something that I personally spend quite some time on, hence why I created the report "[Trends Towards 2030](#)", which summarizes some of the key trends we have ahead of us.

And what is important to note here, in this constant change the world is still moving. When looking at our overall global data, our clients are still investing in their digital transformation journey. Great to see that both software development and project management stays in the top in our different geographies.

With that said, I wish you all a happy summer!

Andreas Meinert

Market insights & Strategy lead, Ework Group



Skill Domain & Skill Area Structure

Business Management

- Project management
- Product management
- Process management
- Business analysis
- Management consulting
- Management

System Development

- Scrum master
- Software development
- Java
- .Net
- Frontend
- Fullstack
- Cloud/Devops
- Database design
- System integration
- Mobile development
- Software/System architecture
- IT test
- UI/UX
- AI/ML

Business Solutions

- SAP
- Microsoft
- Oracle
- Service now
- Data science
- Other platform consulting
- Security/Cybersecurity
- IT infrastructure

Professional Services

- Administration
- Finance
- HR
- Legal
- MarCom
- Procurement
- Sales
- IT Support/Technician
- Logistics
- Coaching & Training

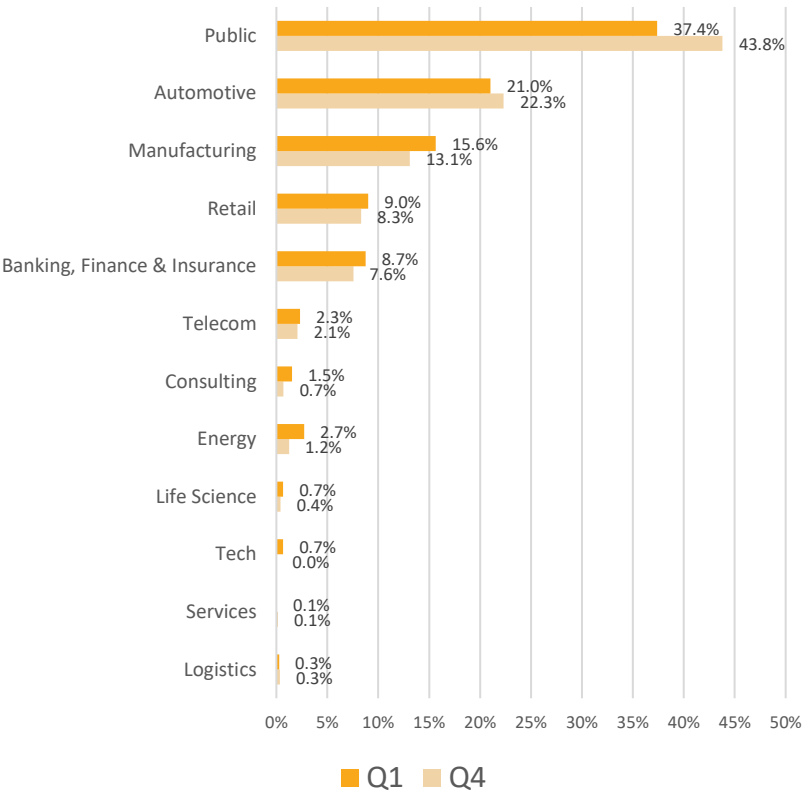
Engineering

- Automation
- Construction & facility
- Construction & facility project management
- Engineering project management
- Embedded development/ Hardware engineering
- Engineering test & verification
- Electrical engineering
- Mechanical engineering
- Environmental engineering
- Technical engineering
- Chemical engineering
- Lab engineering
- Technical documentation



Client request volume per industry

Client request volume per industry



We see a significant relative drop within the Public sector for Q1 compared to Q4 2024. It is however likely that the Public sector will catch up significantly during Q2, largely at the expense of Automotive, as our delivery to Svenska kraftnät has now gained momentum and the global environment might affect the latter industry.

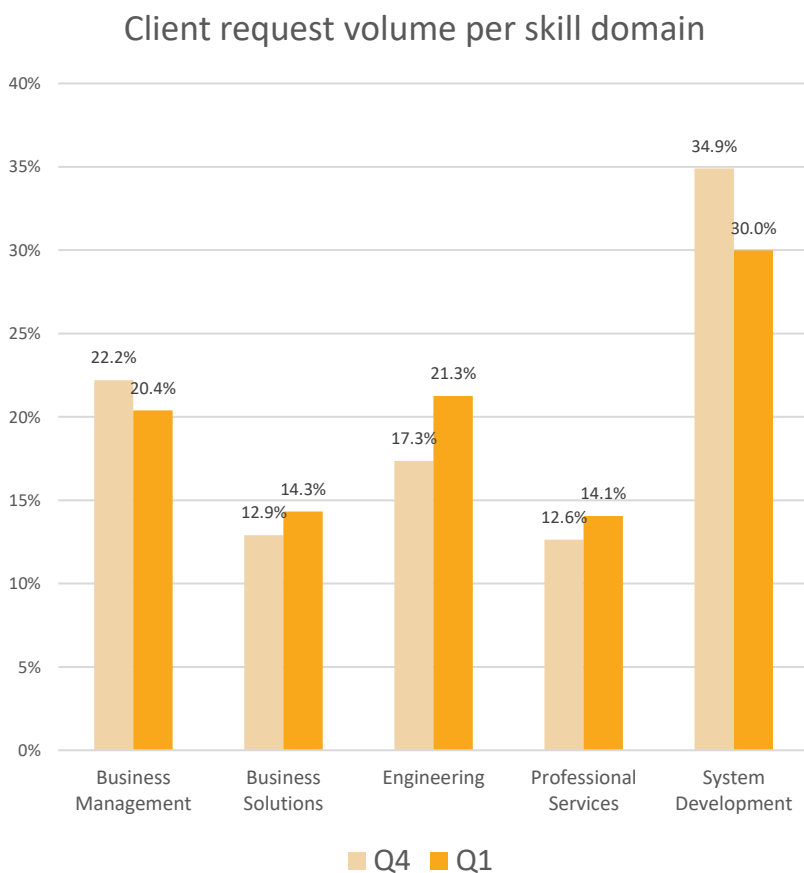
It's worth clarifying that this is an illustration of how the volume of requests is distributed across the different industry segments. In terms of total request volume, we see a slight increase across the board for Q1 compared to Q4 2024.



Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



Client request volume per Skill Domain



System Development remains the largest domain by demand (30.0%) but shows a declining trend, suggesting stricter budgets and demands from clients.

Meanwhile, Engineering demand has increased (21.3%, up from 17.3%), pointing to growing needs in Technical and Construction & Facility roles.

Business Solutions and Professional Services also gained traction, indicating a broader focus on solution delivery and support functions.

Business Management saw a slight dip, possibly reflecting shifting priorities from strategy to execution.



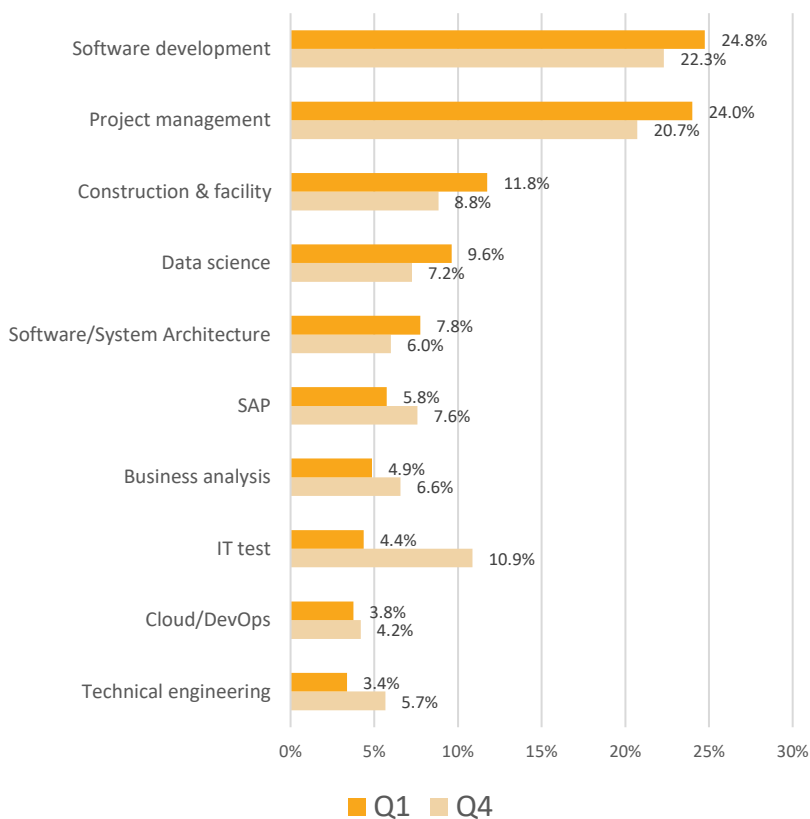
Casandra Averfalk

Skill Practice Lead, System Development,
Ework Group



Most demanded skill areas

Top 10 skill areas by client demand (share of total request volume)



Software development and Project Management both saw a modest rise from Q4 to Q1, showing a steady demand in core delivery roles.

Meanwhile, there has been a noticeable drop in IT testing along with decline in Business Analysis, SAP and Technical Engineering. The drop may reflect a shift toward agile, integrated teams where testing and analysis are embedded or automated. For SAP and Technical Engineering, companies might have fewer large transformations project, reducing the need for these specialized roles.

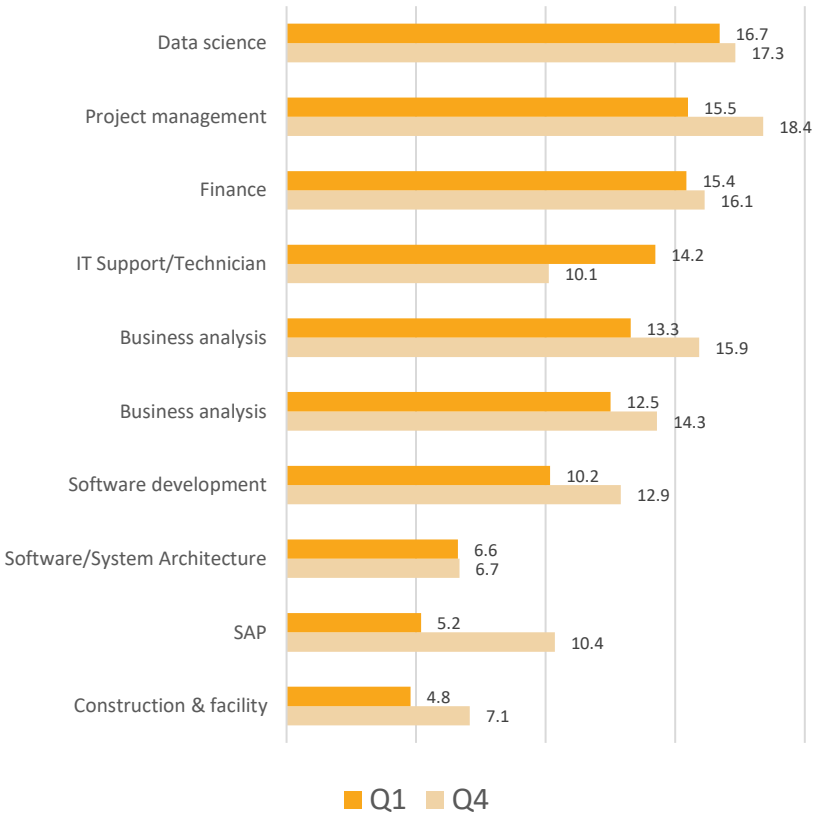


Selena Muratovic
Skill Practice Lead, Business
Management, Ework Group



Average number of applications in most demanded skill areas

Avg. applications per request for top demanded skill areas



Among the skill areas with the highest demand, Data Science stood out as the most competitive area in Q1. For clients, this could present an opportunity to find qualified talent more easily, while for professionals, it underscores the importance of differentiation and staying up to date with the latest skills in the field. On the other hand, we observed a sharp decline in the number of applicants within SAP.

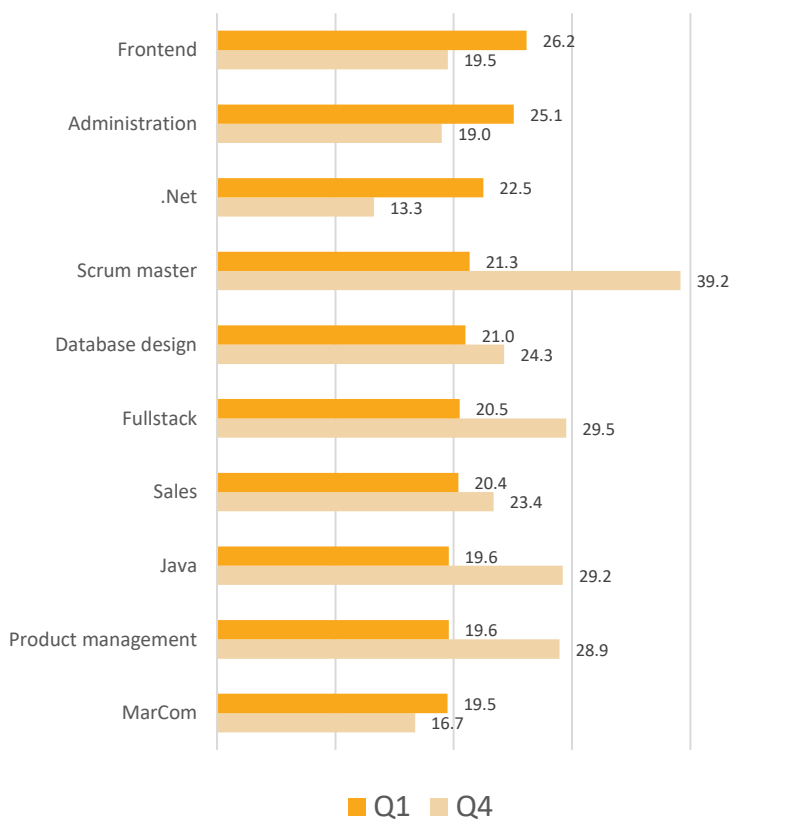


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

Top 10 skill areas with the highest no. of applications per request



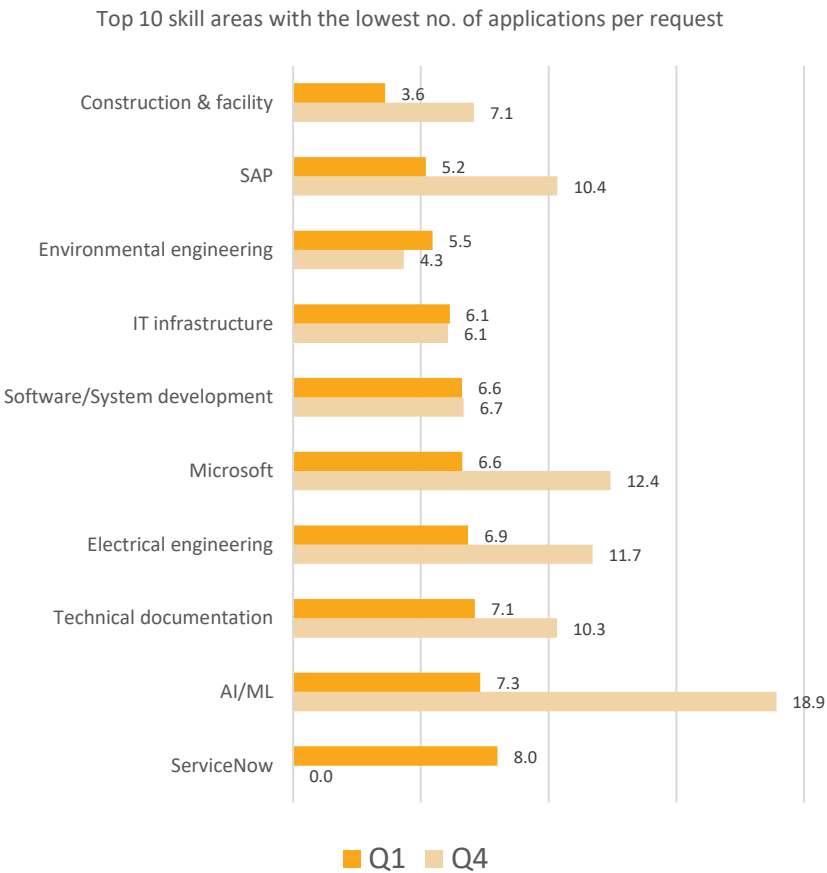
Competition remains high across tech and business roles, with Frontend (26.2) and Administration (25.1) topping the list for most applications per request.

Notably, competition for Scrum Master, Product Management, and Java has declined significantly, suggesting either reduced candidate interest or increased client demand.

Conversely, .Net and Frontend saw rising application volumes, pointing to increased candidate activity in these areas.



Least competitive skill areas

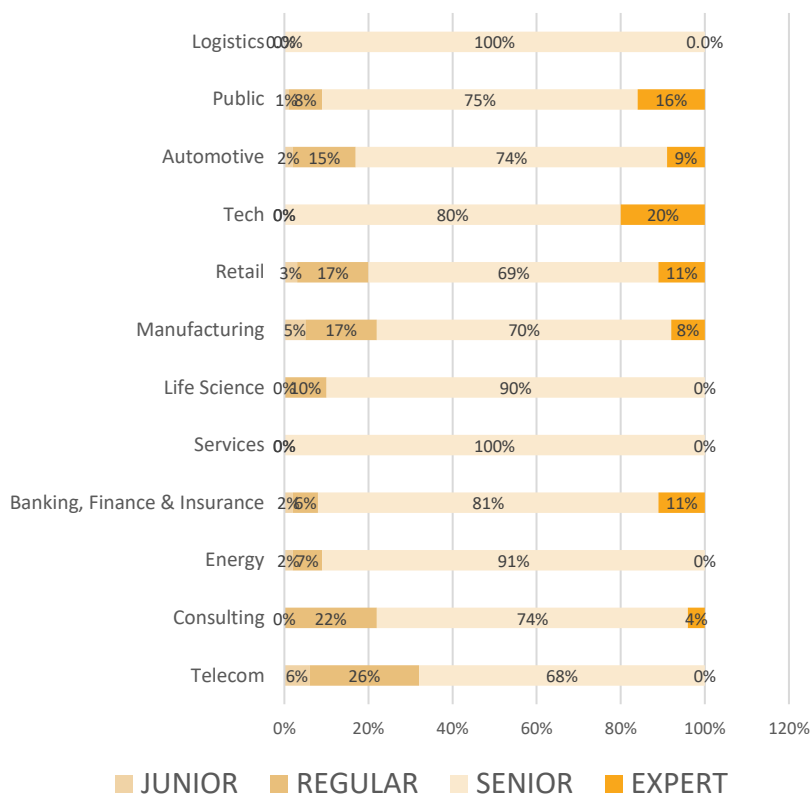


Here we look at the opposite to the previous slide — the skill areas with the lowest number of applications during Q1, providing valuable insights on local supply and demand within the area. In certain skill areas, we observed fewer applicants than in the previous quarter, which may signal a reduced candidate interest in these areas.



Demanded seniority level per industry

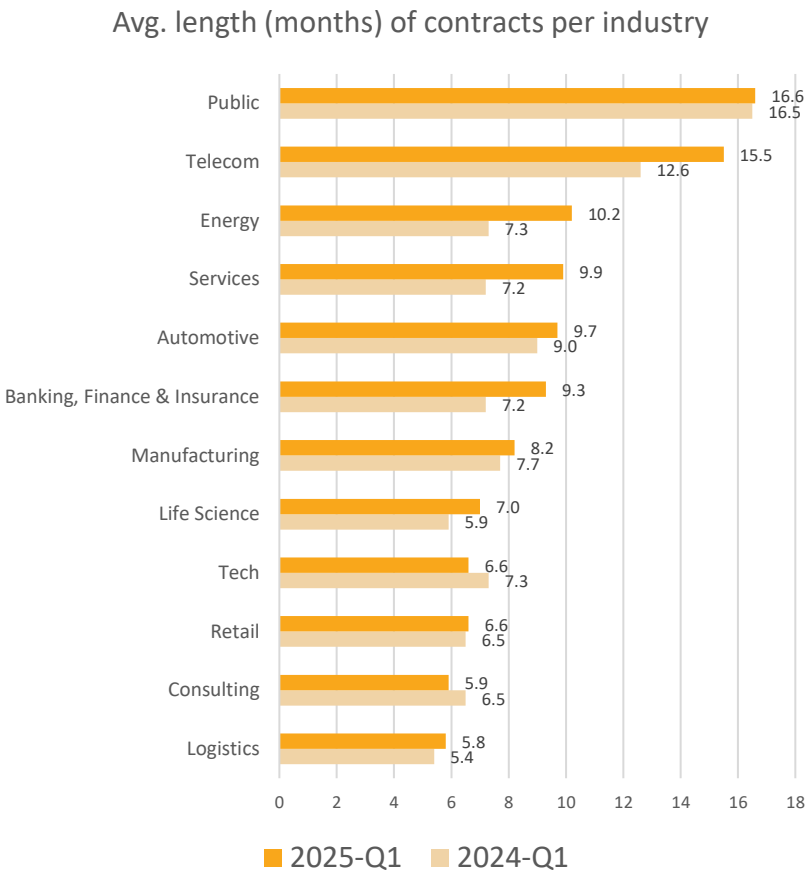
Demanded seniority level per industry



Here we're looking at the distribution between different seniority levels for new requests, which could be of interest from a recruitment perspective and also gives an indication of the market temperature. At a glance, we can see that senior roles clearly dominate — something that is quite normal and has been the case over the past few quarters.



Contract length per industry



Here we're looking at average contract lengths, which serves as an indicator of the market pressure as well. It's worth noting that in this case we are comparing with the same quarter last year to eliminate seasonal variations.

*What stands out here is that the incredible contract length in the **Public** sector, showing a small increase from already substantial lengths. It is tightly followed by the **Telecom** sector, also showing a positive development in contract length. The **Energy** and **Services** sectors also show increasing contract lengths, while other sectors show minor natural fluctuations, where the general trend seems to be longer contract lengths.*



Most trending skills

Top 10 demanded skills Group Level Q1 2025
1. Python
2. Project Management
3. SQL
4. Java
5. Agile
6. Git
7. Stakeholder Management
8. Jira
9. Azure
10. Linux

Top 10 demanded skills Sweden Q1 2025
1. Python
2. Project Management
3. SQL
4. Agile
5. Java
6. Git
7. Linux
8. CI/CD
9. Jira
10. C#

Top 3 most in-demand skills are the same at both group and Swedish market level: Python takes the lead, followed by Project Management and SQL. This show strong alignment in priorities across markets, with a clear focus on data, structure and strategic executions.

