



ework GROUP

Consultancy Market Trends & Insights

Sweden

Q2 2026

Consultancy Market Trends & Insights: Q2 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q2 2026 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 October!



Introduction

From buying duration to buying speed

Welcome back, and I hope you had a good summer. I am still fighting with the alarm clock every morning. Hope you are doing better.

Q2 carried forward a cautious market, but a faster one. Contracts got shorter, decisions got quicker, and average client rates rose for a third quarter in a row. Clients are buying less time and more speed.

Our data reflects this clearly. Requests including AI skills are up 134% over the past year, and test and quality management rose 20% in the quarter alone to become Q2's most requested skill. We read those together: the more work AI produces, the more of it someone has to stand behind.

Across every market the pull was toward AI competence, and toward the speed of it. Think like this: AI finishes a task in seconds (slop or not). A client requests a role for an assignment measured in months. But over twelve months the work itself has changed, which means the assignment you finish may no longer be the one you started. Reskilling is not something you fit in between assignments anymore, it happens on the fly.

If your skills have moved this year, let your profile move with them. In Q2 we put more emphasis on exactly that, expanding our network of AI skills well beyond technology roles, because Finance, HR, operations and marketing are asking for them too. Update your profile in Ework's Verama rather than waiting for the assignment to end. Fall is here and the requests are coming in.



**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

Agile Roles
Software Development
Cloud/DevOps
Database Design
System Integration & API
Mobile Development
Software Architecture
Software Test & QA
UI/UX Design
AI/ML

Business Solutions

SAP
Microsoft
Oracle
ServiceNow
Data Science
Other Platform Consulting
Security/Cybersecurity
IT Infrastructure

Professional Services

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

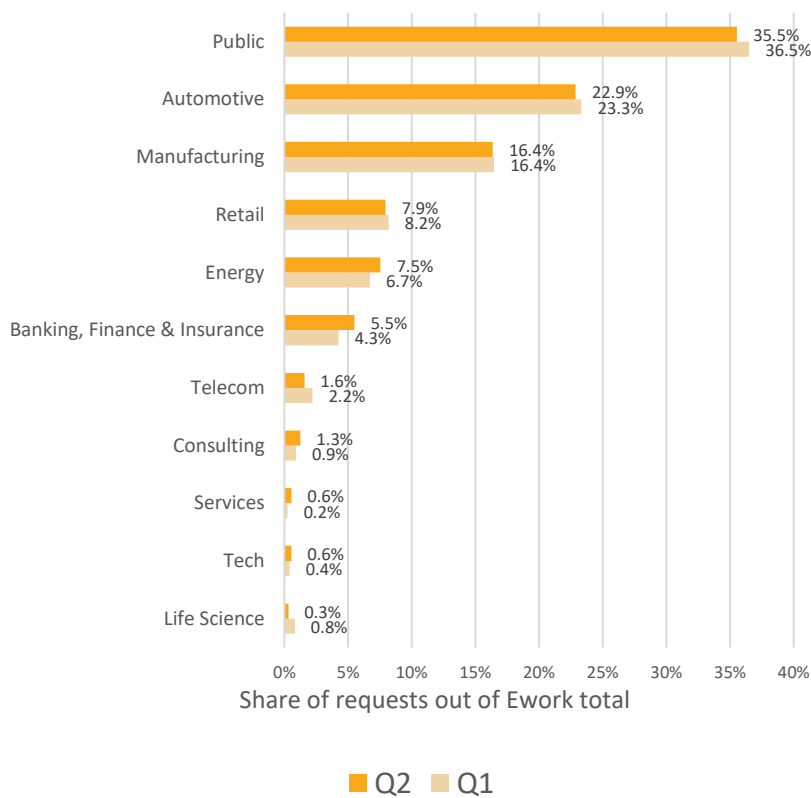
Engineering

Embedded & Automation
Engineering
Construction & Facility
Engineering Project Management
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



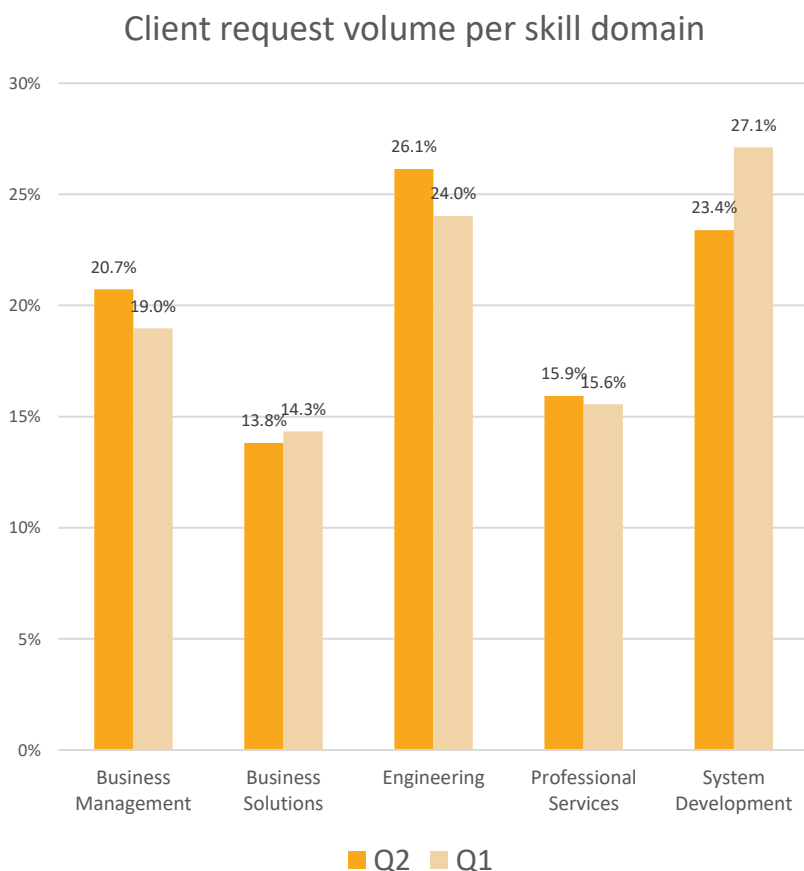
Building on previous trends, we see the **Public** sector remains the dominant demand segment at **35.5%**, though essentially flat compared to Q1 (36.5%), as is **Automotive** at **22.9%** (down marginally from 23.3%) and Manufacturing, which holds steady at 16.4%.

The most notable movement this quarter is in **Banking, Finance & Insurance**, which climbed from 4.3% to 5.5%, and **Energy**, up from 6.7% to 7.5%, both pointing to a gradual broadening of demand beyond the traditionally dominant sectors.

It's worth clarifying that this is an illustration of how the volume of requests is distributed across the different industry segments, rather than absolute request volumes.



Client request volume per Skill Domain



Sweden's Q2 demand is shifting toward **Engineering**, which increased to **26.1% (+2.1pp)** and is now the largest Skill Domain. **Business Management** also grew (+1.7pp), while **Professional Services** remained broadly stable.

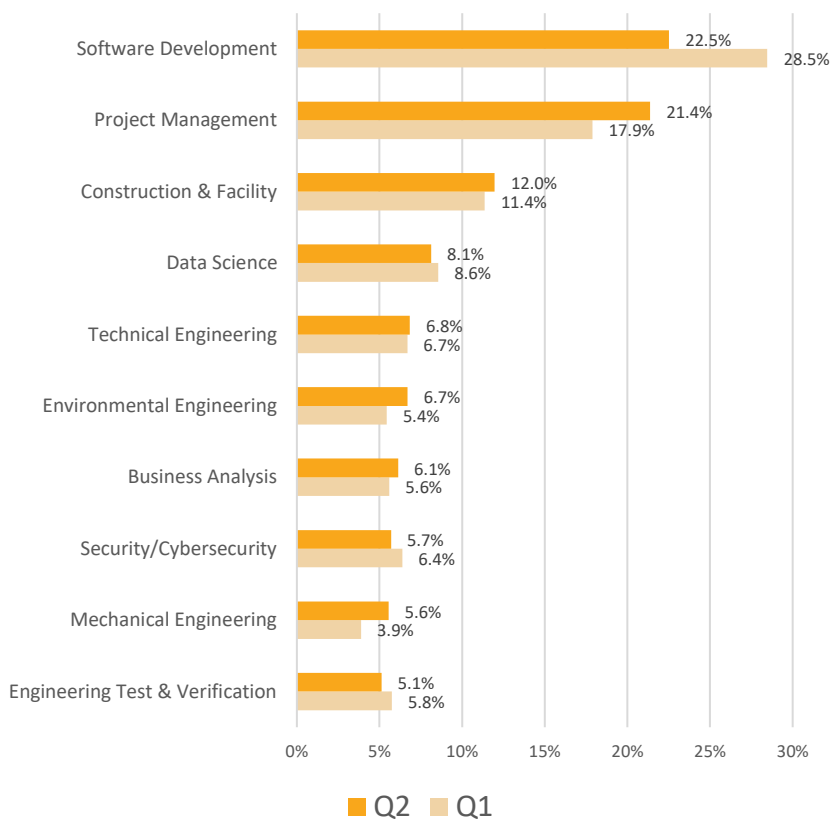
In contrast, **System Development** declined by 3.7pp, although it remains a significant demand area, while **Business Solutions** saw a marginal decrease.

Overall, the market is becoming slightly more **engineering- and expertise-driven**, with growing demand for specialized technical capabilities alongside business management.



Most requested skill areas

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



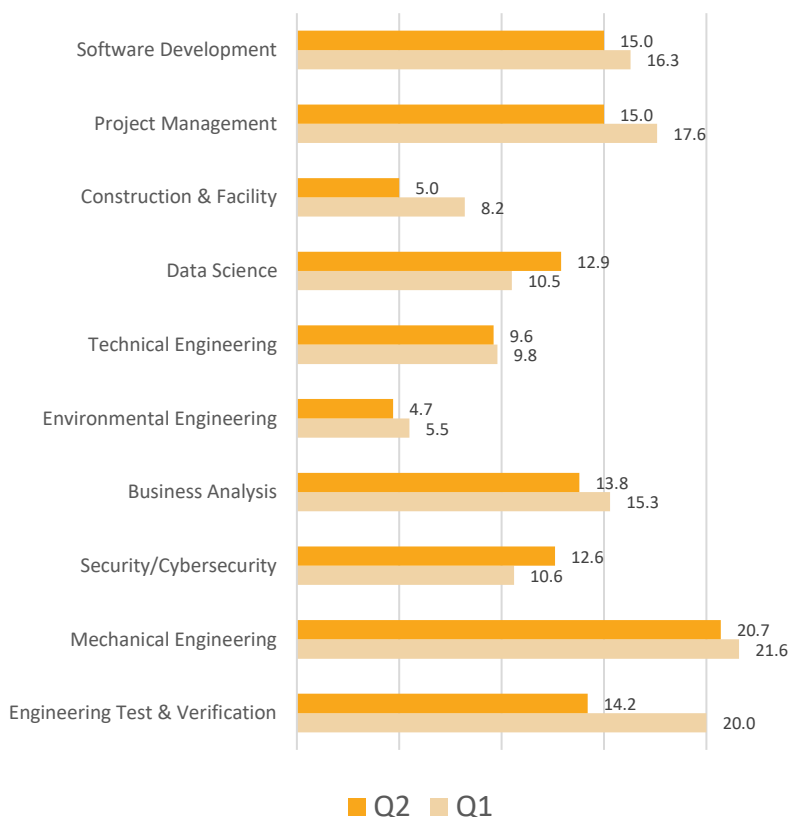
Sweden's Q2 demand remains led by **Software Development (22.5%)**, but its share fell by 6.0pp, while **Project Management** increased significantly (+3.5pp) to 21.4%, almost matching software development demand. **Construction & Facility** also grew, while **Environmental and Mechanical Engineering** gained momentum.

Overall, the market remains **software-led**, but demand is broadening toward **project management and specialized engineering capabilities**. The narrowing gap between Software Development and Project Management suggests a strong need for **structured delivery and coordination alongside technical execution**.



Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas



Sweden's Q2 talent market shows **stable-to-tight candidate availability in the two largest Skill Areas**, with both Software Development and Project Management at an avg. of **15.0 applications per request**, down slightly from Q1. This suggests that despite high demand, the candidate pool remains relatively balanced in these areas.

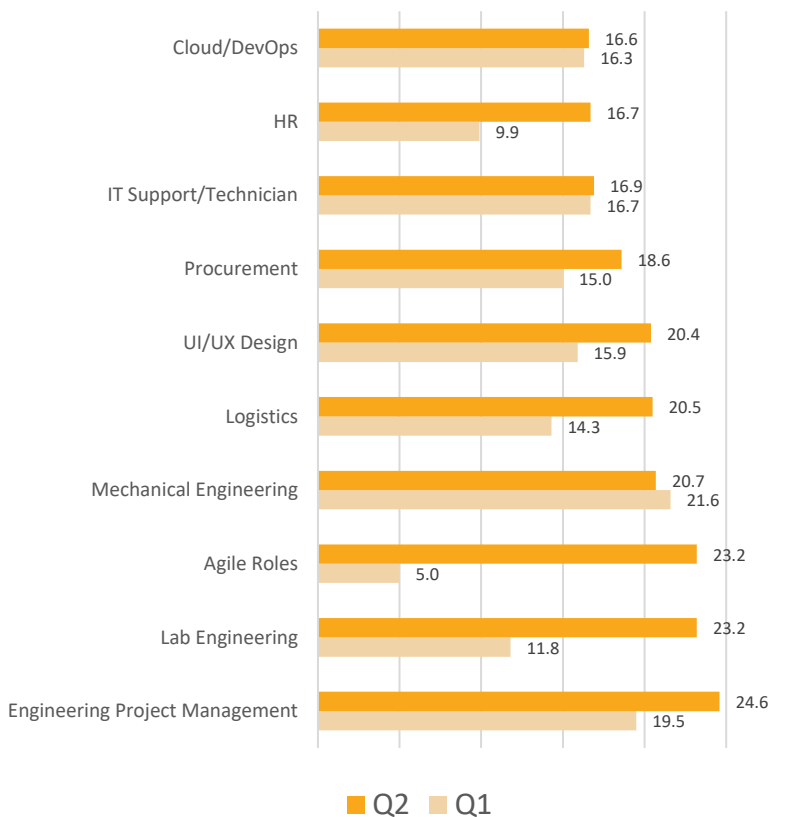
Data Science and **Security/Cybersecurity** saw stronger candidate availability (+2.4 and +2.0 respectively), while **Construction & Facility** and **Environmental Engineering** became more competitive from a talent-supply perspective as applications declined. **Mechanical Engineering** remains highly competitive at 20.7 avg. applications per request, despite a slight decrease.

Overall, Sweden shows **healthy applicant supply in several specialist areas**, but the stable application levels in Software Development and Project Management indicate that these remain important areas to monitor as demand continues to be high.



Most competitive skill areas

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



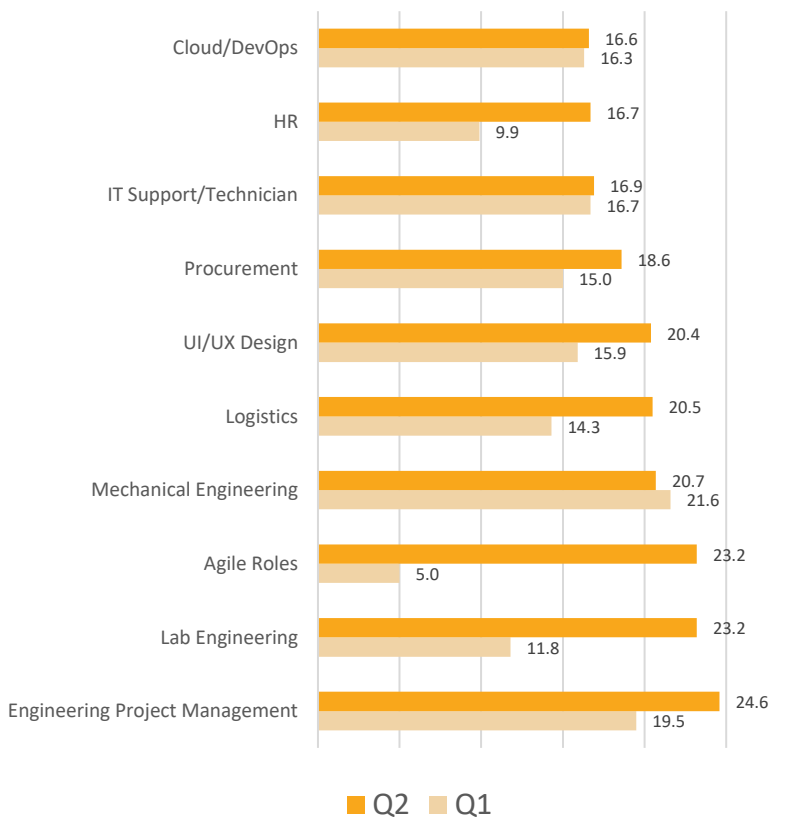
This slide highlights the skill areas that attracted the highest number of applicants per request in Sweden during Q2, illustrating where candidate interest was most concentrated.

*Competition is particularly pronounced within **the engineering field**, with **Engineering Project Management, Lab Engineering and Mechanical Engineering** all ranking among the most competitive, reflecting sustained and broad-based interest from candidates. **Agile Roles stands out with the sharpest rebound**, surging from just 5.0 applications per request in Q1 to 23.2 in Q2, closely followed by Lab Engineering, which nearly doubled from 11.8 to 23.2. HR also saw a notable jump, up from 9.9 to 16.7. By contrast, Mechanical Engineering was the only area to see a slight decline, easing marginally from 21.6 to 20.7, though it remains among the most competitive skill areas overall.*



Most competitive skill areas

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



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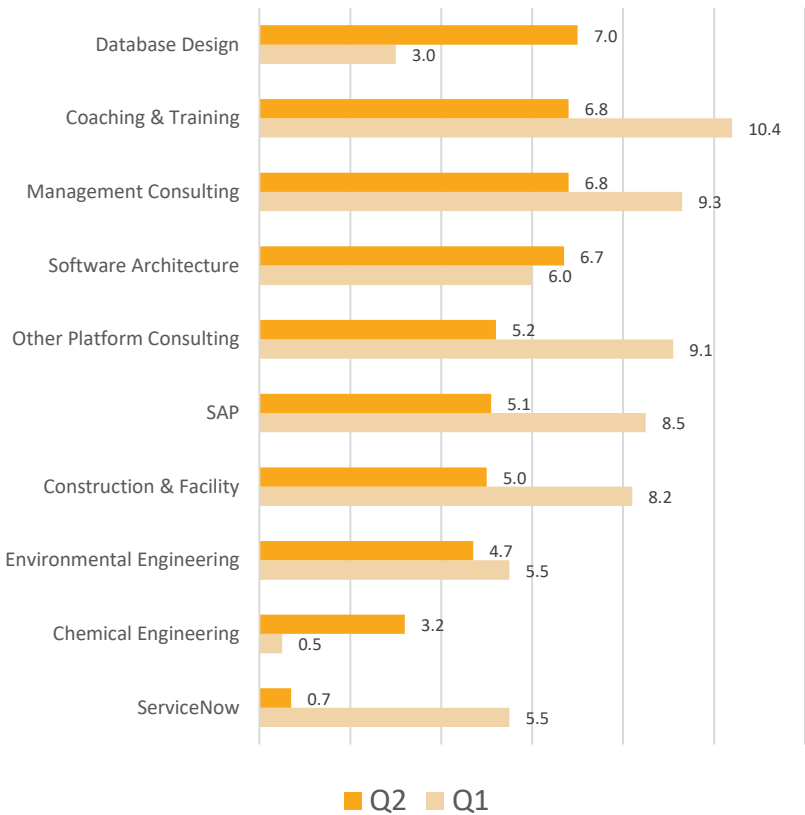
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*By contrast, **Mechanical Engineering** was the only area to see a slight decline, easing marginally **from 21.6 to 20.7**, though it remains among the most competitive skill areas overall.*



Least competitive skill areas

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



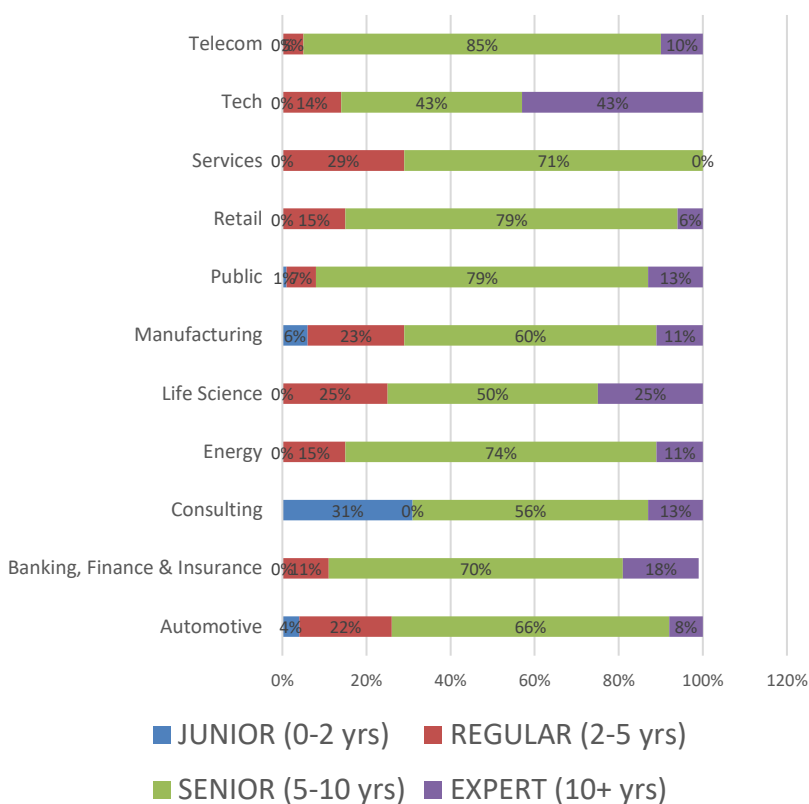
Most skill areas saw a decline in applications per request from Q1 to Q2, with the largest drops in **ServiceNow (down from 5.5 to 0.7)** and **Other Platform Consulting (down from 9.1 to 5.2)**. By contrast, **Database Design and Chemical Engineering moved in the opposite direction, more than doubling from 3.0 to 7.0 and from 0.5 to 3.2 respectively**, suggesting there is clearly room for more candidates in those areas.

Overall, these trends highlight shifts in candidate interest and availability. In a tight financial market, the decline across most categories could be a positive sign, easing competition and creating a more balanced supplier-demand situation, while the rise in Database Design and Chemical Engineering points to pockets where specialized talent remains particularly scarce.



Requested seniority level per industry

Requested seniority level per industry



*This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature. Senior roles continue to dominate overall, but **Tech stands out with an unusually high demand for expert-level talent at 43%**, matching its share of senior-level requests, likely reflecting continued investment in advanced technology such as **AI, Cloud, Cybersecurity and Data Science**. Life Science shows a similarly elevated expert-level share at 25%, while Consulting breaks the general pattern entirely, being the only industry to request no senior-level profiles at all (0%), instead leaning heavily on junior (31%) and expert (13%) talent, a notably different profile from the rest of the market.*



Most trending skills

Top 10 requested skills Group Level Q2 2026	
1.	Test & Test Management
2.	Project Management
3.	SQL
4.	SAP
5.	AI
6.	Python
7.	Azure
8.	API
9.	CI/CD
10.	Software/System Integration

Top 10 requested skills Sweden Q2 2026	
1.	Test & Test Management
2.	Project Management
3.	SAP
4.	Security/Cybersecurity
5.	SQL
6.	AI
7.	Architecture
8.	Software/System Integration
9.	Azure
10.	Python

Sweden's Q2 skill demand is closely aligned with the broader Group trend, with **Test & Test Management** and **Project Management** ranking #1 and #2 in both markets. **SAP, SQL, AI, Azure, Python** and **Software/System Integration** also appear in both top 10s, confirming strong demand for enterprise technology, data, and digital transformation capabilities.

The key difference is Sweden's stronger emphasis on **Security/Cybersecurity** and **Architecture**, which replace broader delivery technologies such as **API** and **CI/CD** in the Group ranking. This points to a Swedish market increasingly focused on **secure, scalable, and well-architected technology environments**, alongside core transformation and project delivery.



Check out our Podcast to gain further insights about how the market is transforming:



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