EWORK GROUP

Consultancy Market Trends & Insights



SWEDEN | Q3 2026

Consultancy Market Trends & Insights: Q3 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q3 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 January!

Introduction

Welcome back. The mornings have turned chilly and the leaves are changing color, and I am once again acting surprised that fall has arrived.

Q3 brought more demand, and clients changed what they ask for. Demand moved from technical delivery toward business management in Finland, Norway and Poland, and Project Management still led in Norway and Denmark and rose sharply in Finland and Poland. Sweden leaned toward engineering and software. Clients are asking less for hands and more for judgment, which means the person who decides what to build and checks that it works is worth more than the person who only builds it.

Our data reflects this clearly. Business Management requests nearly quadrupled their share in Finland and doubled in Poland, and AI is now the third most requested skill across Ework, up from fifth, behind only Test & Test Management and Azure. We read those together: someone defines the work, someone builds it with AI, and someone checks it.

If you have been the one who decided what to build and made sure it worked, that is what this quarter's requests are asking for. Update your profile in Ework's Verama with those assignments and what came out of them, and do it now, as requests are coming in. For more on AI in your field, take a look at our new Skillshift Temp.



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

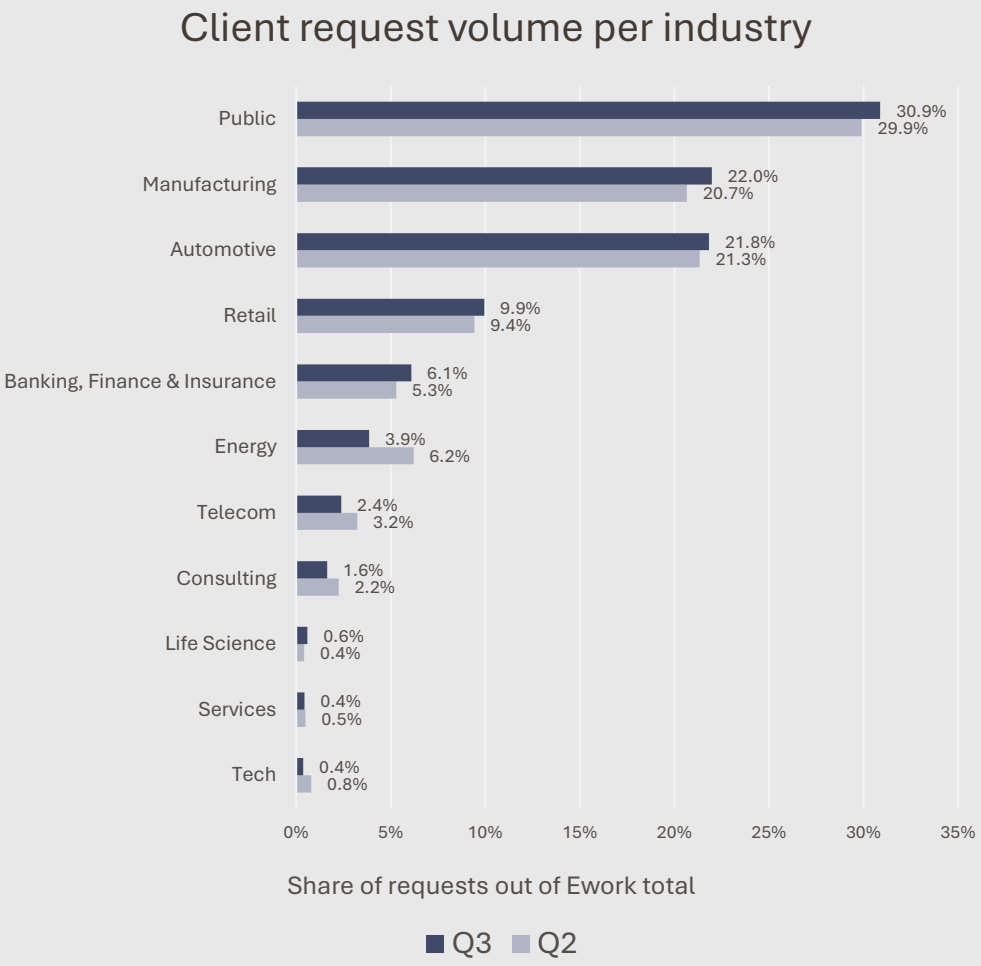
Professional Services

- 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

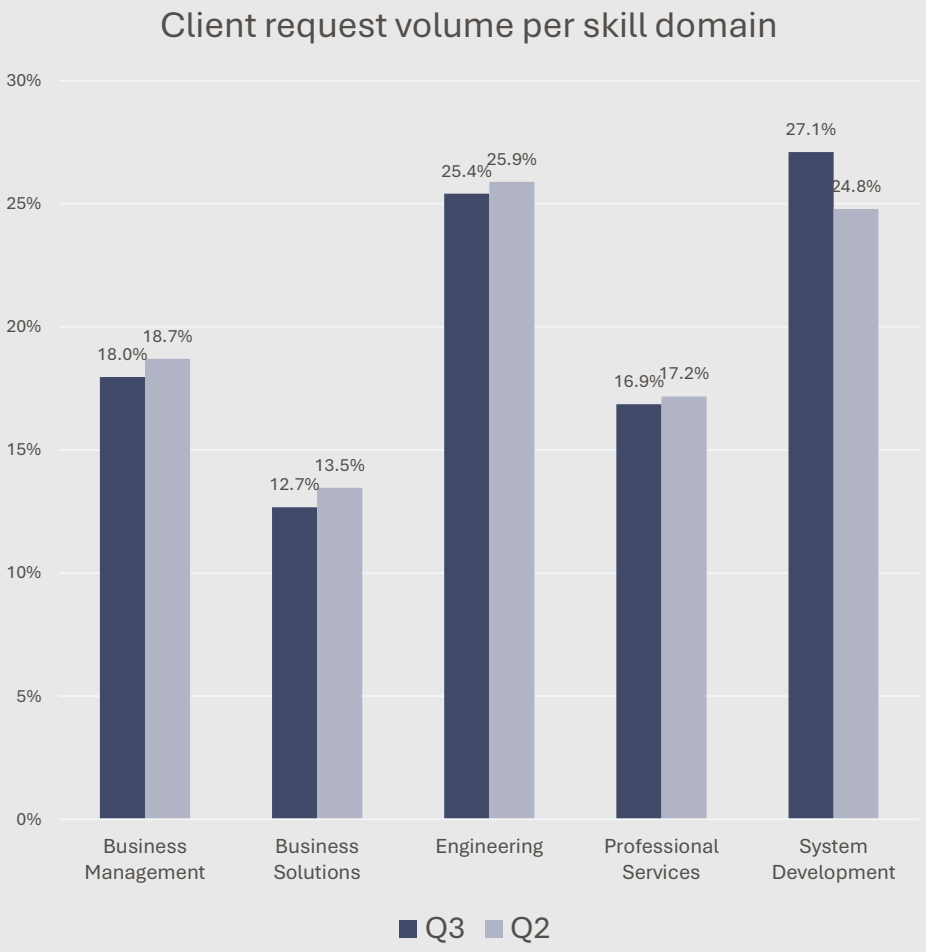


Seeing a more stable industry segmentation the last few quarters, the Public sector remains the dominant demand segment at 30.9%, essentially flat compared to Q2 (29.9%), as are Manufacturing at 22.0% (up from 20.7%) and Automotive at 21.8% (up from 21.3%).

The most notable movement this quarter is the decline in Energy, which fell from 6.2% to 3.9%, while Banking, Finance & Insurance climbed from 5.3% to 6.1%. Telecom (3.2% to 2.4%) and Tech (0.8% to 0.4%) also eased, pointing to a slight concentration of demand in 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.

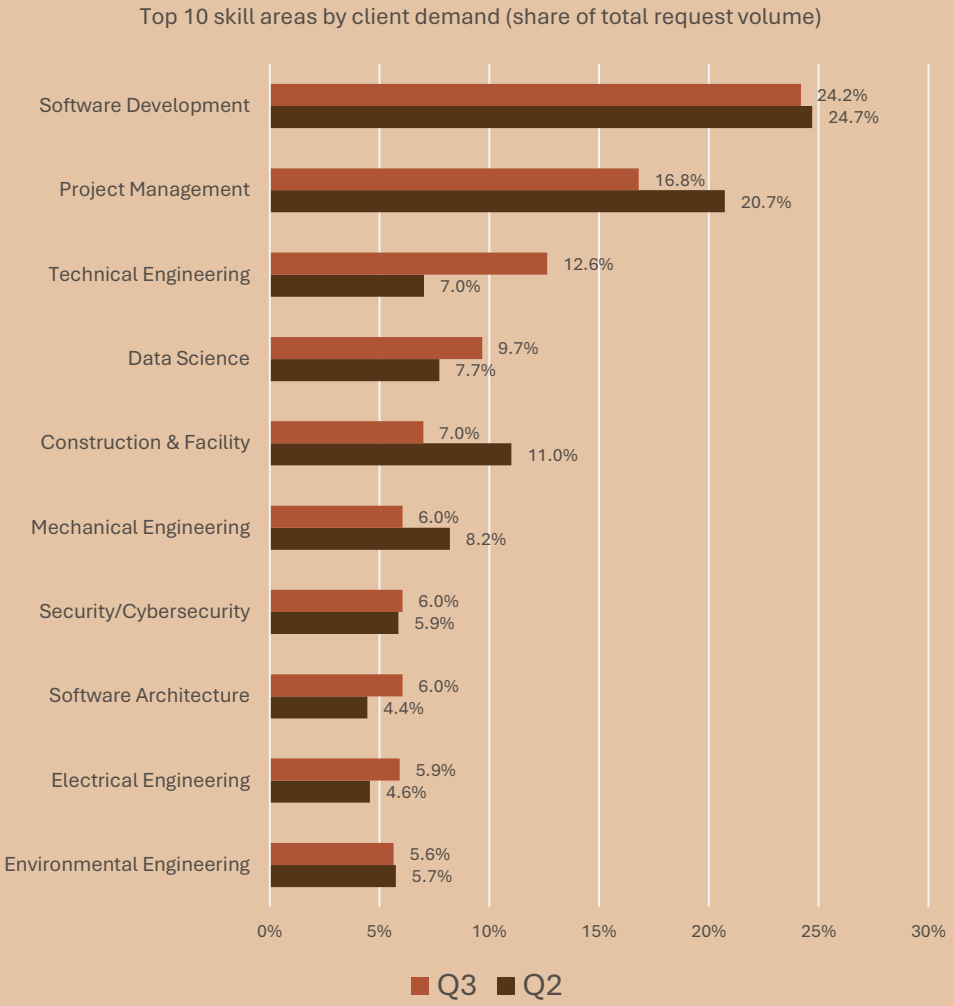
Client request volume skill domain



*Sweden's Q3 demand is shifting modestly toward **System Development**, which increased by 2.3pp to **27.1%**, becoming the largest Skill Domain. **Engineering** remains strong at 25.4%, despite a slight decline, while Business Management, Business Solutions and Professional Services all softened marginally.*

*Overall, demand remains relatively balanced, but the growth in System Development signals a **renewed focus on technical execution and software delivery***, with Engineering continuing to represent a major share of client demand.

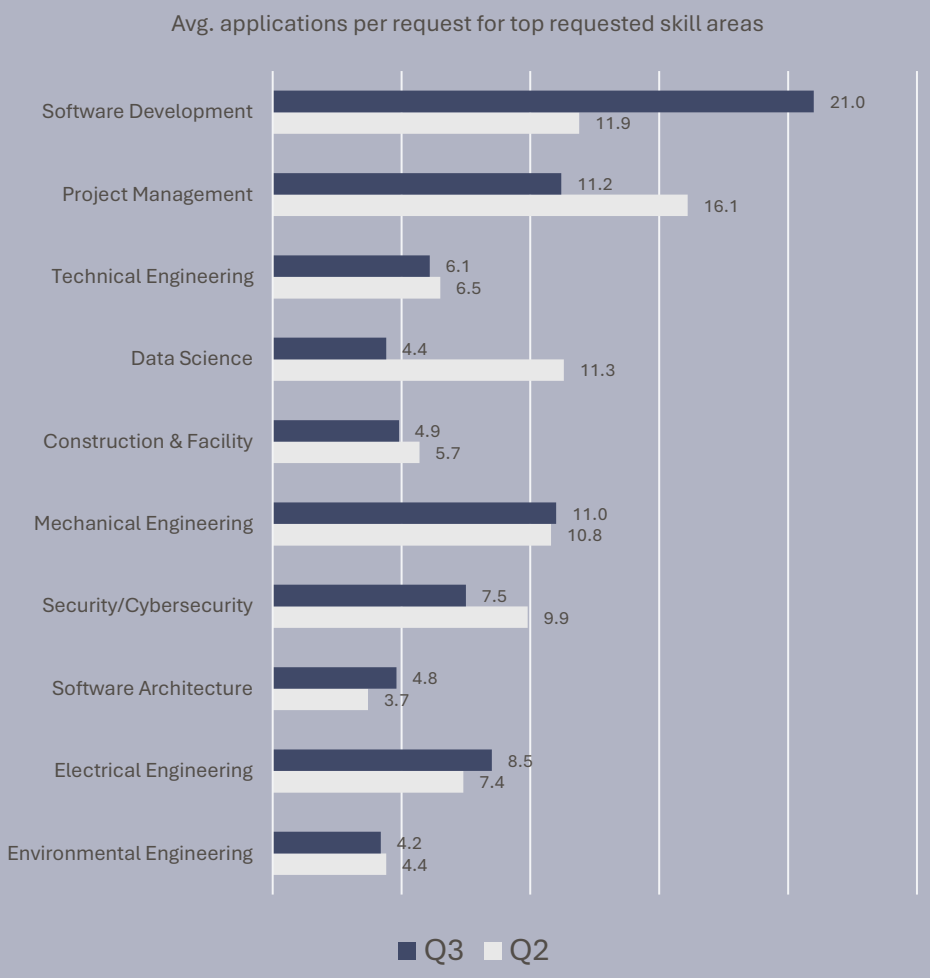
Most requested skill areas



*Sweden's Q3 demand reflects a clear shift toward **specialized technical and data-driven skills**. Technical Engineering recorded the strongest growth, increasing by **5.6pp**, followed by Data Science, which rose by 2pp. Software Development remained the most requested Skill Area despite a slight decline, while Project Management saw a notable decrease of 3.9pp. Construction & Facility and Mechanical Engineering also experienced declines. Meanwhile, Software Architecture and Electrical Engineering gained traction, and Security/Cybersecurity remained stable.*

*Overall, demand is shifting toward **technical specialization and data capabilities**, while interest in project management and construction-related skills is softening.*

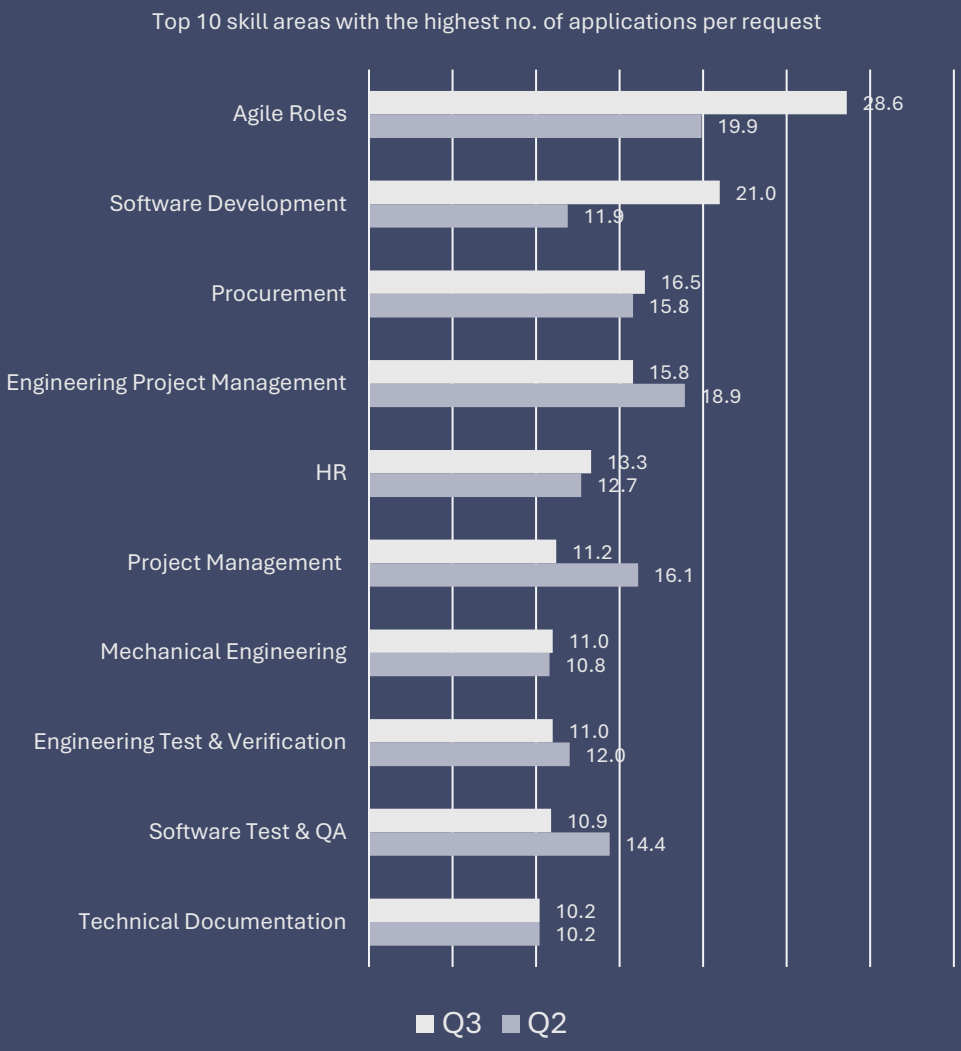
Average number of applications in most requested skill areas



Sweden's Q3 results show a significant increase in applications per request for Software Development, indicating stronger candidate engagement and a larger response from the market. In contrast, Data Science experienced the sharpest decline, followed by Project Management and Security/Cybersecurity, suggesting fewer candidate response in these areas compared with Q2. Technical Engineering remained relatively stable, while Mechanical Engineering, Software Architecture, and Electrical Engineering saw modest improvements in application volumes.

*Overall, the results highlight **varying levels of candidate engagement across skill areas**. With Software Development attracting more applications while several other areas are seeing reduced candidate availability.*

Most competitive skill areas

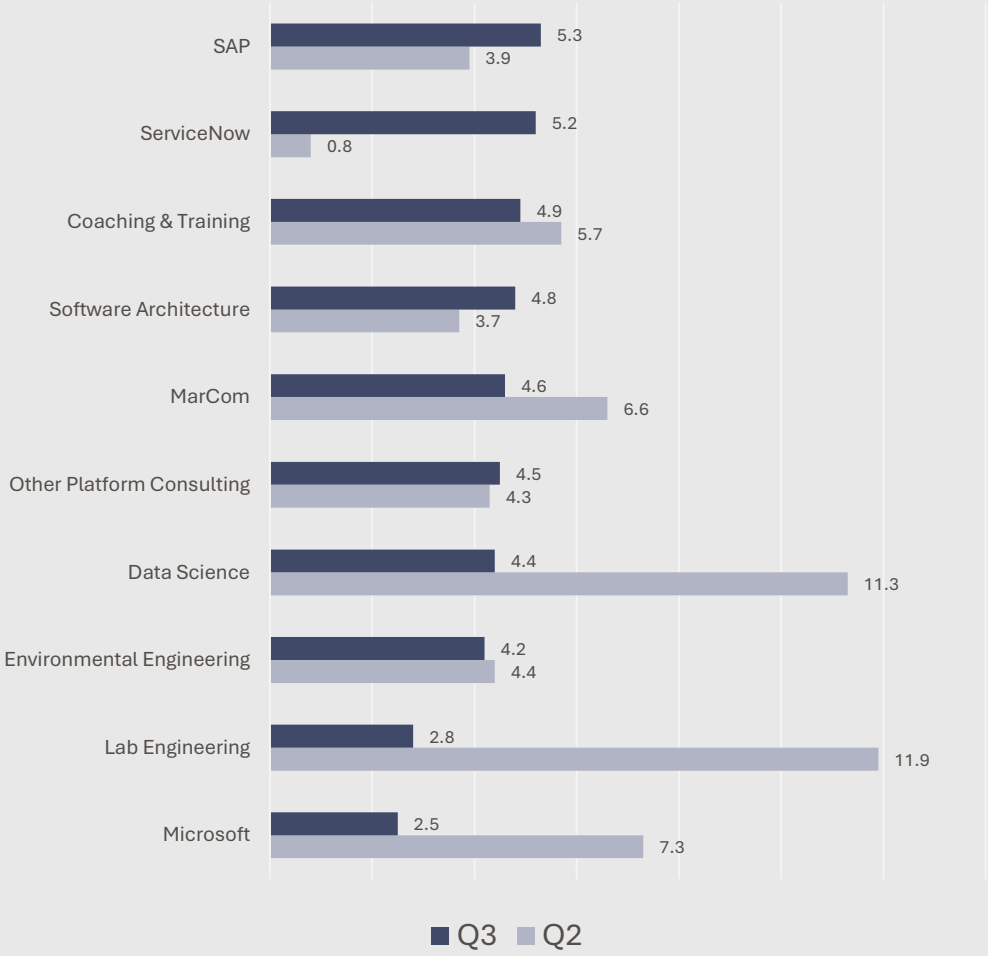


This slide highlights the skill areas that attracted the highest number of applicants per request in Sweden during Q3, illustrating where candidate interest was most concentrated.

Competition is particularly pronounced in Agile Roles, which leads at 28.6 applications per request, up from 19.9 in Q2, followed by Software Development, which nearly doubled from 11.9 to 21.0. Several engineering-related areas remain among the most competitive, though with mixed movement: Engineering Project Management eased from 18.9 to 15.8 and Engineering Test & Verification from 12.0 to 11.0, while Mechanical Engineering held steady at around 11. Project Management (16.1 to 11.2) and Software Test & QA (14.4 to 10.9) show the clearest declines, indicating a moderation in candidate pressure in those areas.

Least competitive skill areas

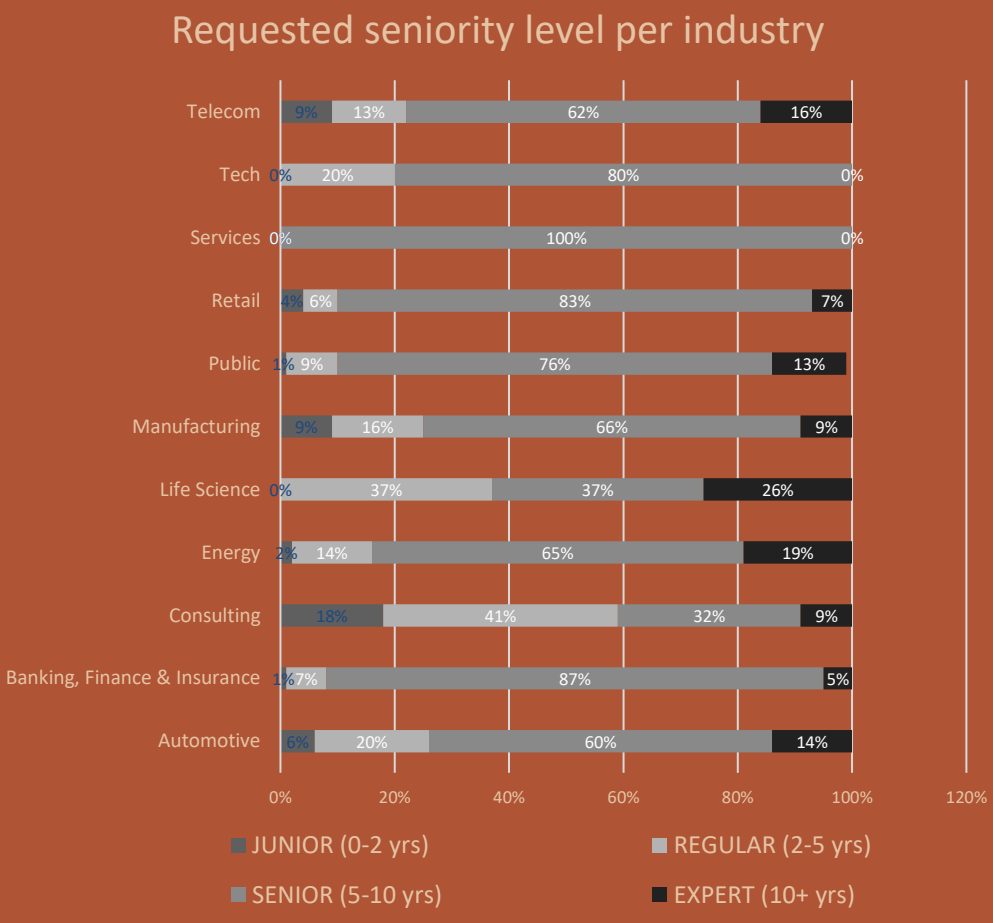
Top 10 skill areas with the lowest no. of applications per request



Most skill areas saw a decline in applications per request from Q2 to Q3, with the largest drops in Lab Engineering (down from 11.9 to 2.8) and Data Science (down from 11.3 to 4.4). Microsoft (7.3 to 2.5) and MarCom (6.6 to 4.6) also fell. By contrast, ServiceNow moved in the opposite direction, rising more than sixfold from 0.8 to 5.2, while SAP (3.9 to 5.3) and Software Architecture (3.7 to 4.8) also increased, suggesting there is room for more candidates in those areas.

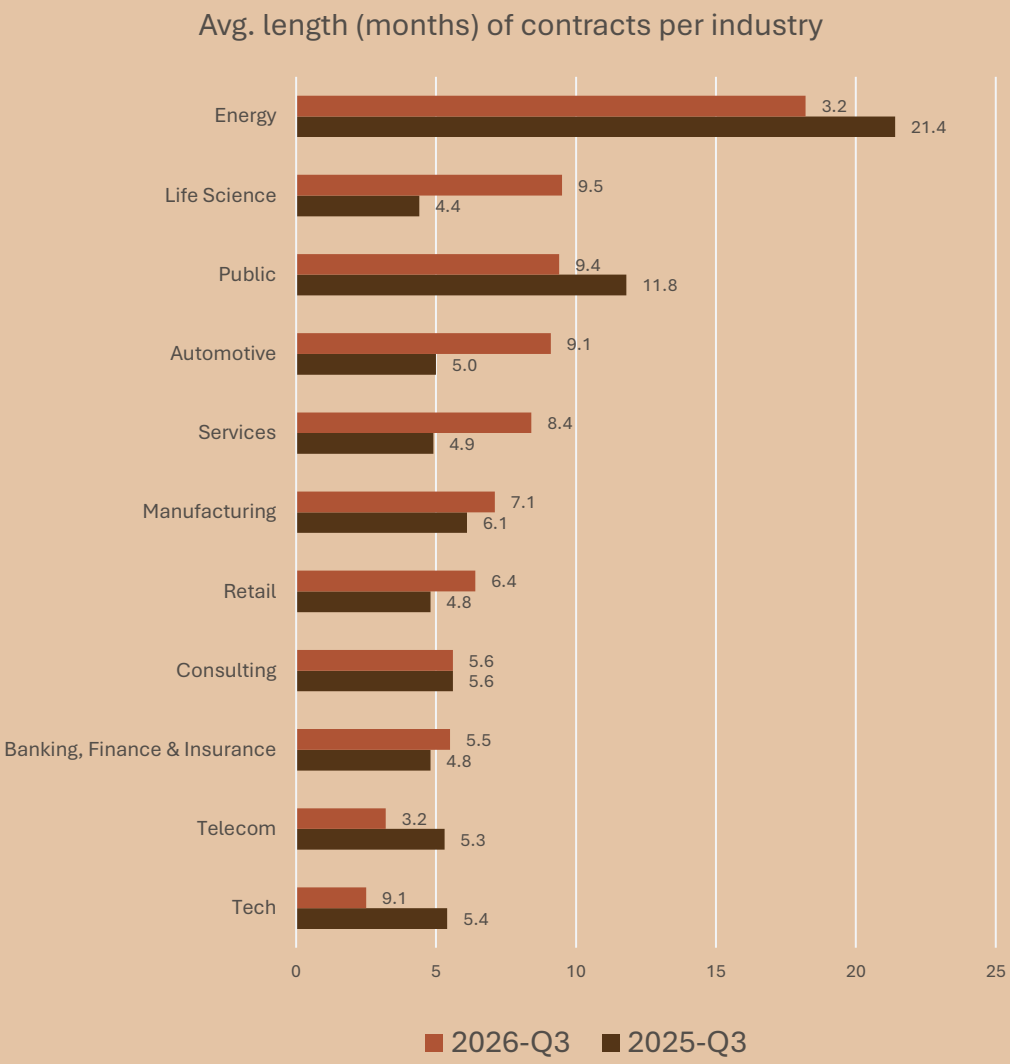
Overall, these trends highlight shifts in candidate interest and availability. In a tight financial market, the decline in several categories could be a positive sign, easing competition and creating a more balanced supplier-demand situation, while the rise in ServiceNow, SAP and Software Architecture points to pockets where specialized talent remains scarce.

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, with Services requesting senior profiles exclusively (100%) and Banking, Finance & Insurance (87%), Retail (83%) and Tech (80%) heavily senior-weighted. Life Science stands out with the highest expert-level demand at 26% and an unusually high share of regular-level requests (37%), while Energy (19%), Telecom (16%) and Automotive (14%) also request a meaningful share of expert profiles. Consulting shows the broadest spread, with the highest junior share (18%) and the lowest senior share (32%), as regular-level requests dominate at 41%.

Contract length per industry



The data points to a clear increase in average contract lengths across most industries in 2026, with the most striking development being Life Science, where average contract length more than doubled from 4.4 months in 2025-Q3 to 9.5 months this quarter. Automotive (5.0 to 9.1) and Services (4.9 to 8.4) also show strong increases, pointing to longer-term commitments in these sectors, while Retail, Manufacturing and Banking, Finance & Insurance edge up more modestly. Public (11.8 to 9.4) and Telecom (5.3 to 3.2) move in the opposite direction, suggesting a slightly more cautious approach to long-term engagements in those areas.

Overall, the trend reflects a market where contract length is increasingly industry-specific, with sharp growth in Life Science, Automotive and Services standing out against a more cautious Public sector and Telecom.

Most trending skills

Top 10 requested skills Group Level Q3 2026	Top 10 requested skills Sweden Q3 2026
1. Test & Test Management	1. Test & Test Management
2. Azure	2. Project Management
3. AI	3. AI
4. SQL	4. Software/System Architecture
5. Project Management	5. System Integration
6. Software/System Architecture	6. SAP
7. API	7. Azure
8. System Integration	8. SQL
9. System Security	9. CI/CD
10. Java	10. API

*Sweden's Q3 skill demand remains closely aligned with the broader Group trend, with **Test & Test Management and AI** ranking #1 and #3 in both markets. **Project Management, Azure, SQL, Software/System Architecture, System Integration and API** also feature in both top 10s, confirming sustained demand for project delivery, cloud technologies, and systems integration capabilities.*

*The key difference is Sweden's stronger emphasis on **SAP and CI/CD**, which feature in the local top 10 but not in the Group ranking, while **System Security and Java** appear in the Group top 10 but not Sweden's. This highlights Sweden's specific demand for **enterprise technology and continuous software delivery**, alongside shared priorities in quality assurance, AI, and digital transformation.*

Ework Skillshift Lens

Stay ahead with AI-powered insights into future skills and workforce trends. Ework Skillshift Lens is a digital platform that provides data-driven insights into evolving skills, workforce trends and the impact of AI.

EXPLORE THE FUTURE OF WORK

AI Skillshift Temp

Skillshift Temp is Ework's quarterly barometer of how the AI skills landscape is evolving. Follow the demand for AI expertise, see which skills are rising and declining, and track the growth of AI talents across our independent network.

TRACK THE TEMPERATURE OF THE AI SKILLS MARKET