



ework GROUP

Consultancy Market Trends & Insights

Sweden

Q3 2024

Consultancy Market Trends & Insights: Q3 2024

Stay ahead of the curve with the latest trends shaping the talent market. In our Q3 2024 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 February 2025!



Summary

The strategies from 2023 with tighter client budgets are still visible in the volatile and uncertain market. We've seen a shift in buying behaviors where our clients are requesting senior consultants at a larger scale, to add the extra skill that they are lacking internally. We may also see the initial tendencies when it comes to the Agency Work Act (Uthyrningslagen), that went into full force by October 1st.

Looking at our data, we can also see that our clients are focusing on their digital transformation, where we've clearly seen a big trend in AI related projects, as well as green transition projects.

Andreas Meinert
Strategic Sales, Sweden, 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

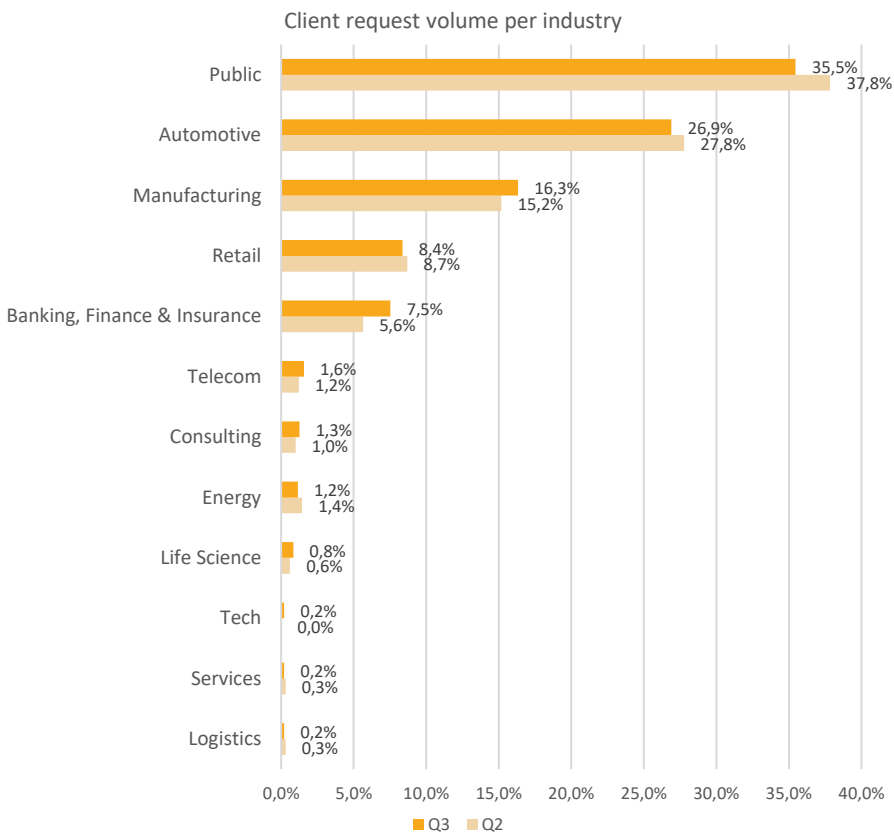
- Administration
- Finance
- HR
- Legal
- MarCom
- Procurement
- Sales
- IT Support/Technician
- Logistics
- Coaching & Training

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



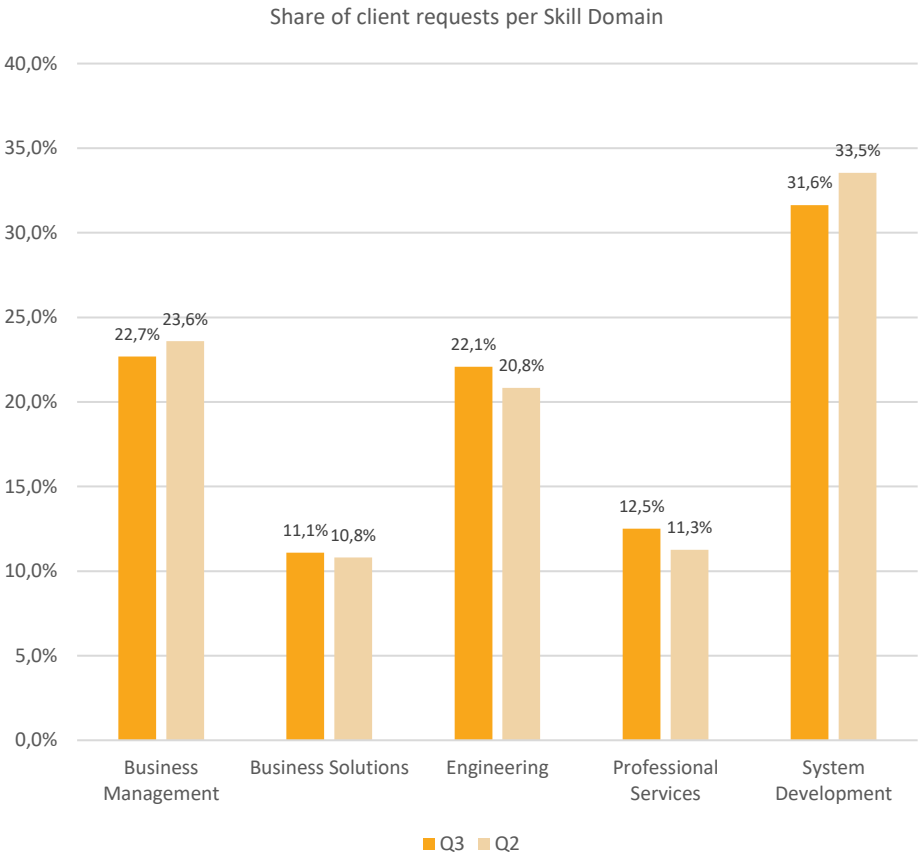
"The green transition and the global political landscape require robust supply chains, faster technological development, and demographic changes to be managed. This creates a need for new solutions, which must be procured with greater focus on innovation capability, cost control, and delivery reliability. This can include digitalization, electrification, transportation, water and wastewater management, technology, and climate adaptation.

For our suppliers, this means that the consulting market will grow within the public sector with a focus on Technology and IT consultants."

Johan Liberson
Sales Executive Public Sweden, Ework Group



Client request volume per Skill Domain

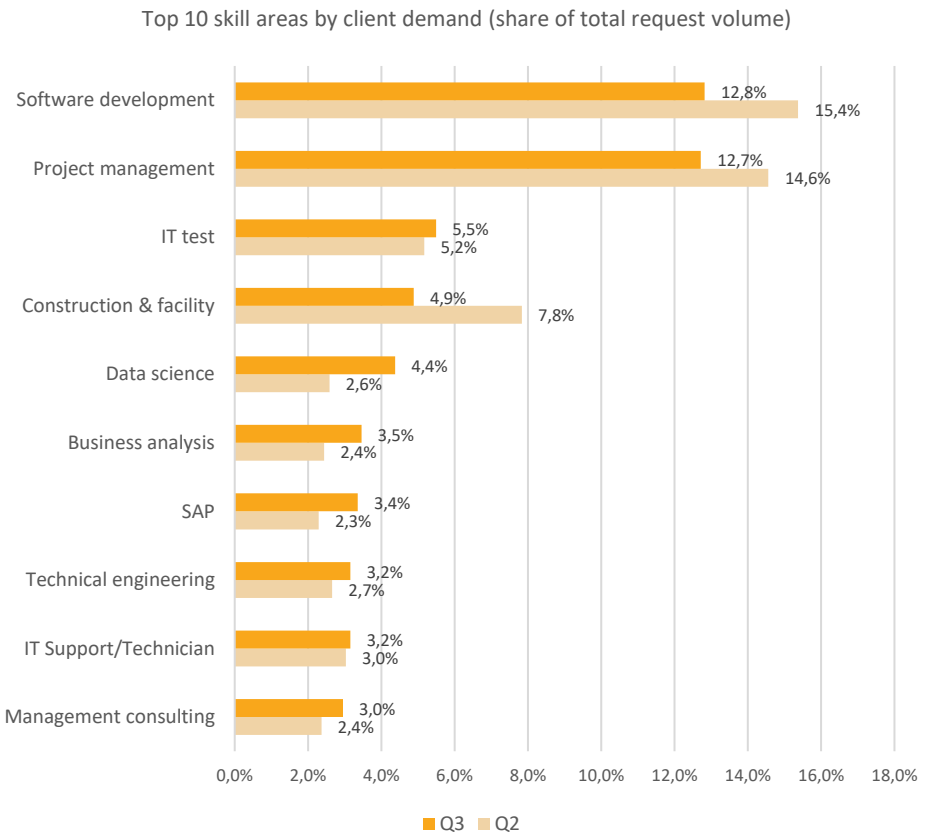


*"The share of **project management** requests has exceeded last year's levels every month since March, which has traditionally been an indicator of an optimistic market. However, this trend was broken for the first time in eight months this October."*

Christian Nygren
Head of Talent Acquisition & Network Development,
Ework Group



Most demanded skill areas

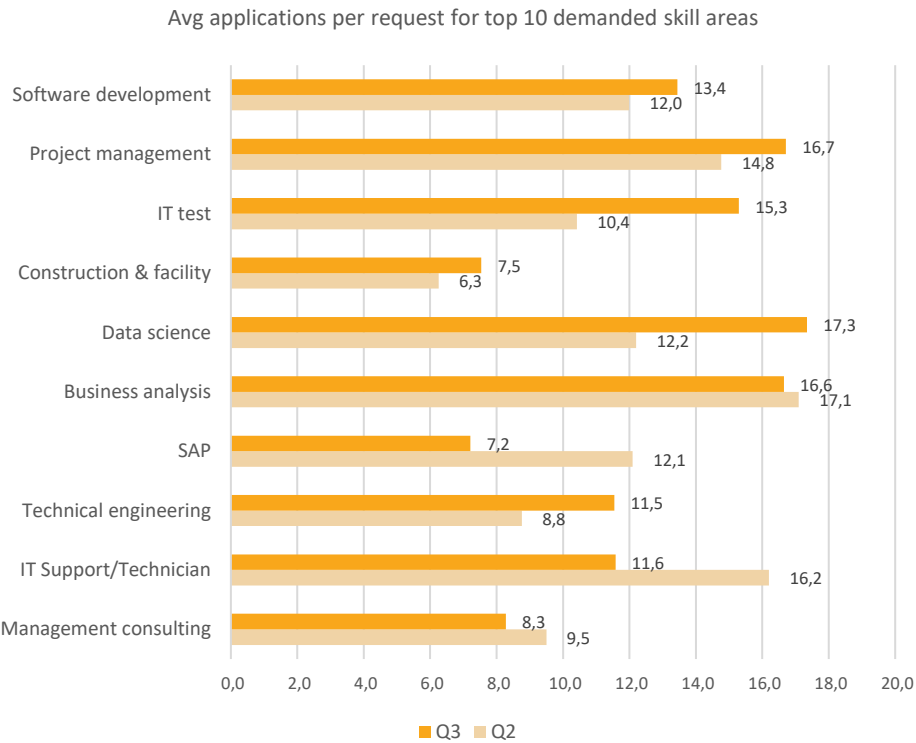


***"Data Science** became our most demanded skill area within Business Solutions in Q3, also ranking among the top 10 in-demand skill areas overall. Reflecting this popularity, it also drew the highest number of applicants in Q3, making it among the most competitive - an increase from Q2, where applications were lower. While Data Scientist roles had the most client requests, Data Analyst roles attracted the most applicants."*

Anniken Sundby
Skill Practice Lead, Business Solutions, Ework Group



Average number of applications in most demanded skill areas



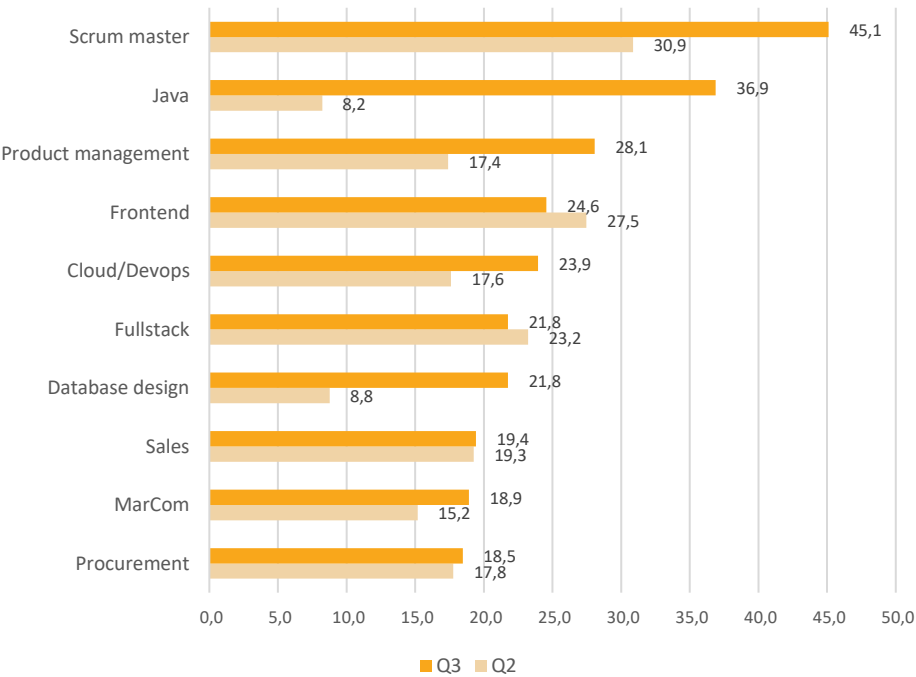
"We are seeing the highest number of applications ever per request, with an average of 13 applications per request. This correlates well with what we hear from a lot of our Partners & Professionals regarding a lot of available talent"

Christian Nygren
Head of Talent Acquisition & Network Development,
Ework Group



Most competitive skill areas

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



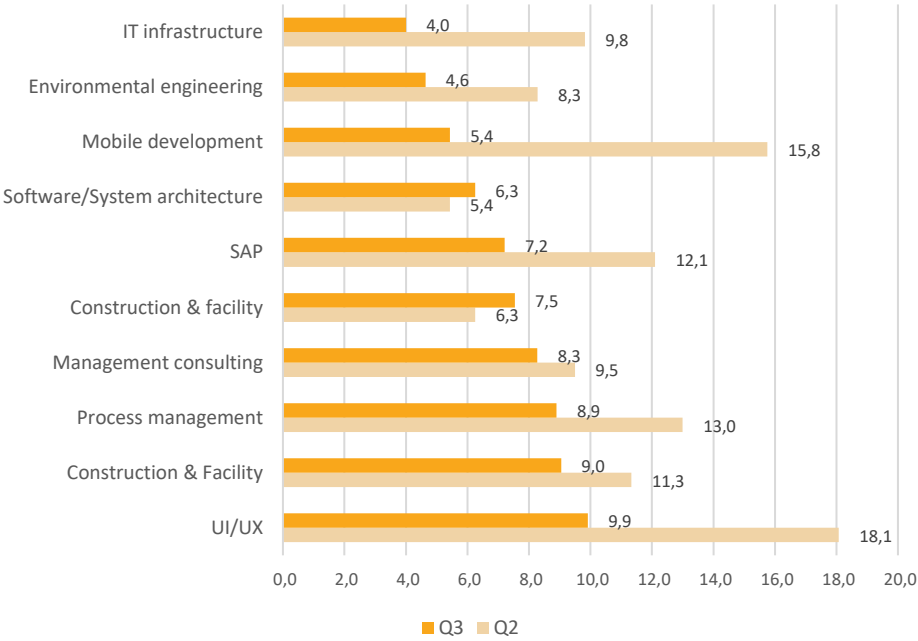
*"While demand for niche **Java** specialists and Java skills stayed steady from Q2 to Q3, the number of applicants on average for Java specialist roles increased. This rise is likely due to the still competitive consultancy market, and some high-profile requests attracting many applicants in the Western automotive sector."*

Carl Gustaf Gyllenberg
Skill Practice Lead, System Development, Ework Group



Least competitive skill areas

The 10 Skill areas with the lowest no. of applications per request

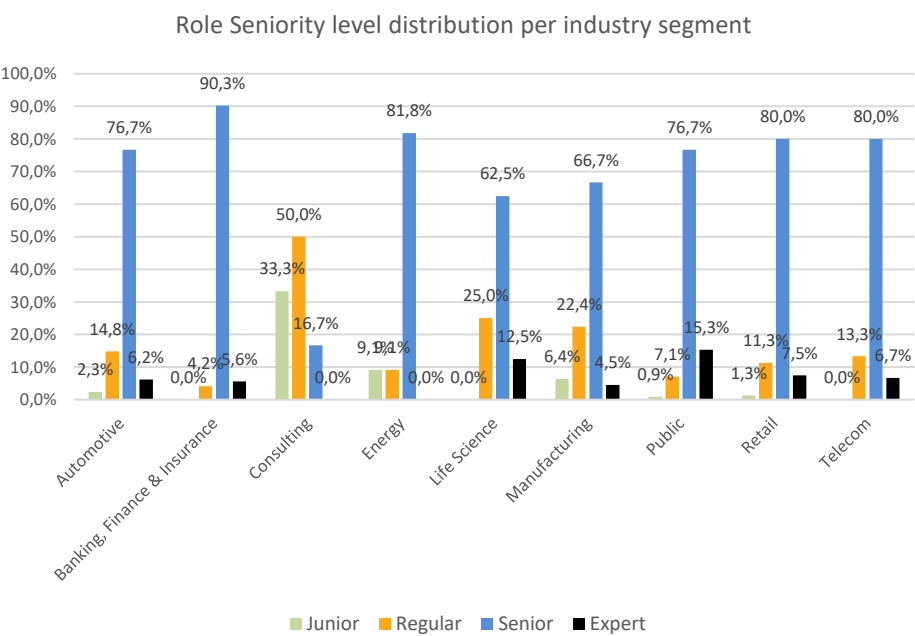


***"Environmental engineering** is one of the notable skill areas in this section. We see an increasing client demand in the area, and the relatively low application rate is likely due to a gap between supply and demand in this rapidly evolving field."*

Michael Hellman
Skill Practice Lead, Engineering, Ework Group



Demanded seniority level per industry

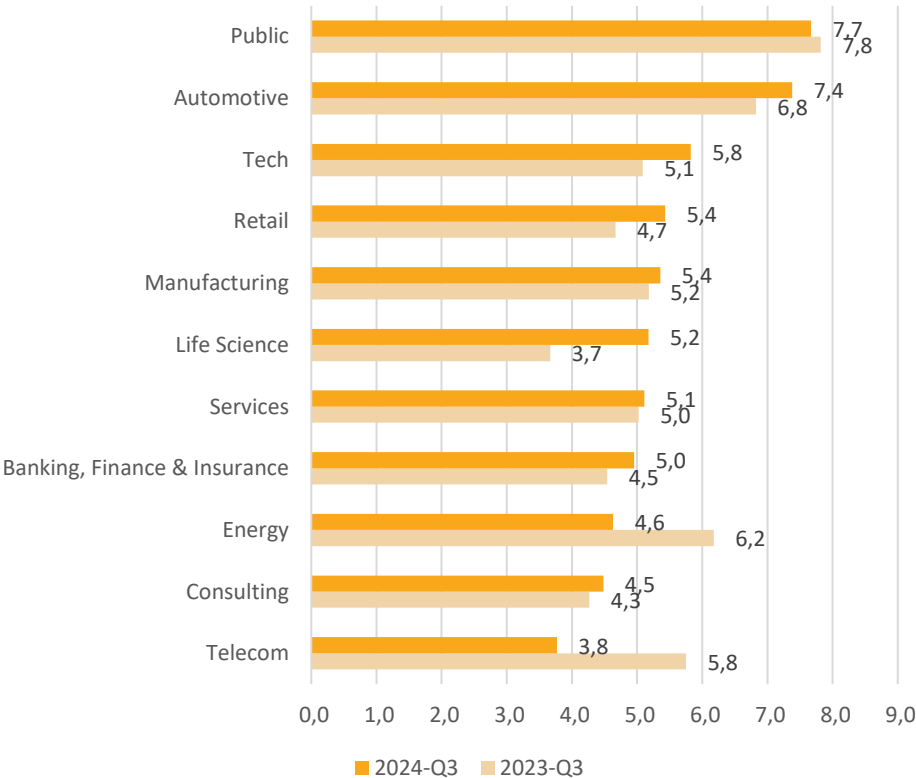


The seniority demand across the different industry segments show very clear signs of a market where senior profiles are by far the most demanded. This is a clear shift from what we saw in the post-pandemic market, but historically nothing new but rather a common reflection of a slightly a cooler market temperature.



Contract length per industry

Avg length (months) of contracts per industry



Comparing to Q3 last year we see a slightly increased contract length overall, with the exceptions of the Public, Energy and Telecom industries. We could hope for the overall increase to be a positive trend, but the difference is unfortunately too small to draw any such conclusions.



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AI is on the rise. Data shows that the demand for AI competence is rising across multiple areas, but it's being sourced as a skill rather than a distinct role. Requests for consultants with Python experience has seen a continuous upswing in demand across regions and industries, leading the way as a key AI skill. This development suggests the need for AI competence being important across all our Skill Domains.



Carl Gustaf Gyllenberg

Skill Practice Lead, System Development
Ework Group

