



ework GROUP

Consultancy Market Trends & Insights

Sweden

2024

Consultancy Market Trends & Insights: 2024

Stay ahead of the curve with the latest trends shaping the talent market. In our 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 usually focuses on quarter-over-quarter comparisons, but in this case we summarize the whole year, offering more comprehensive insights into the current state of the market.

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 June!



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Introduction – Global Overview

Our 2024 global data reveal dynamic changes in digital skills demand. **System Development, AI and Machine Learning** have surged by **89%** compared to 2023, and **Python** has overtaken Java, showing a global increase of **9.32%**.

We've observed a **45% decline** in IT support roles, while **Test and Verification (+118%)** and **Platform Consulting (+105%)** have grown significantly. **Data Science** is up by **15%**, fueling the demand for **Python and SQL**. **Project Management** has increased by **4%**, with **Agile** emerging as the second most in-demand methodology.

In the **Engineering** segment, there are notable boosts in **Automation (+11%)**, **Embedded Development (+29%)**, and **Mechanical Engineering (+20%)**, all critical for the Manufacturing, Automotive, and Life Sciences sectors. Amid global uncertainty, **logistics-related skills** have also increased by **22%**.



Andreas Meinert

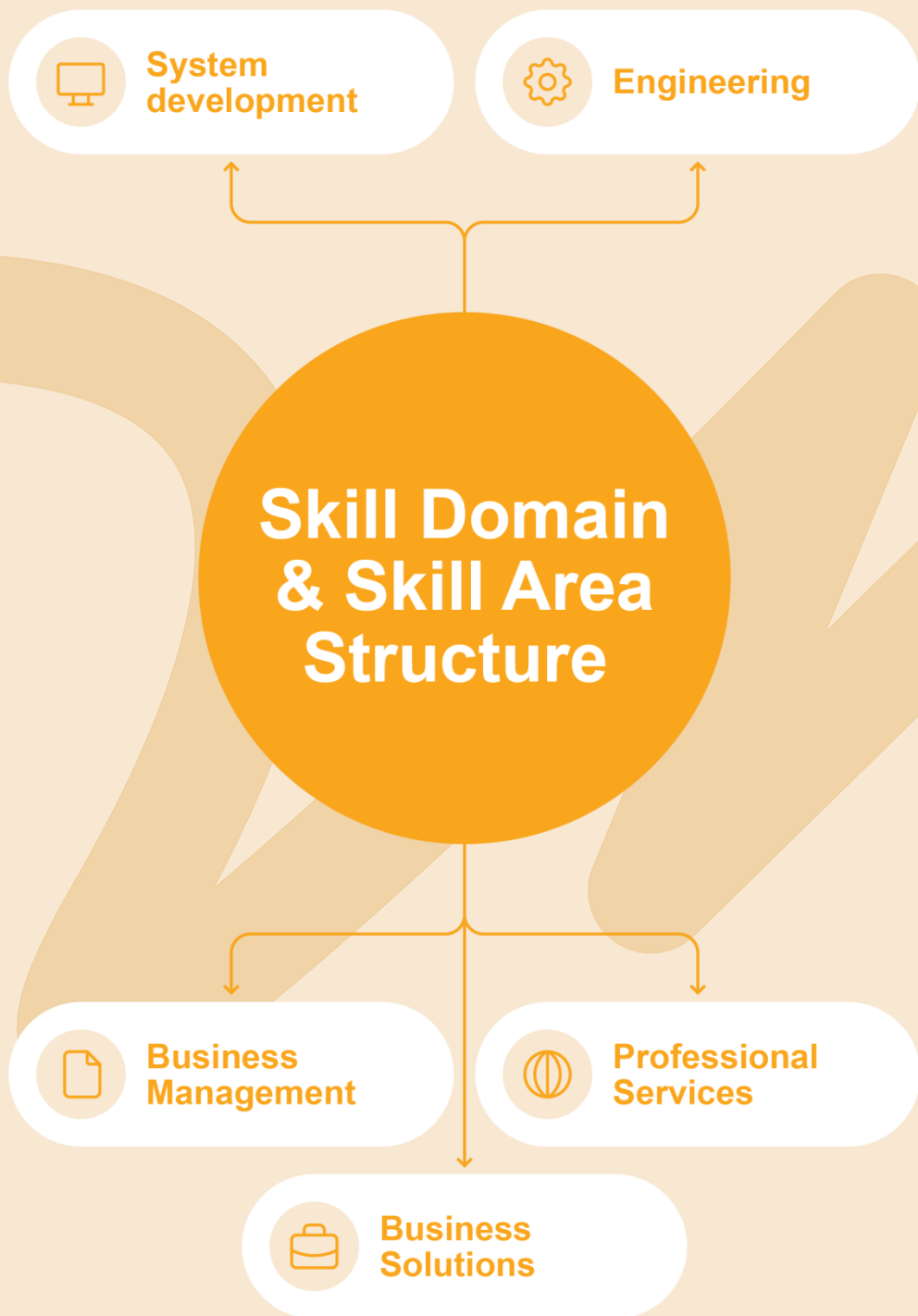
Market Insights and Strategy Lead,
Ework Group





Ework Group
Insights
Watch the video





Skill Domain & Skill Area Structure 1/2

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

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



Skill Domain & Skill Area Structure 2/2

Business Management

Project management

Product management

Process management

Business analysis

Management consulting

Management

Professional Services

Administration

Finance

HR

Legal

MarCom

Procurement

Sales

IT Support/Technician

Logistics

Coaching & Training

Business Solutions

SAP

Microsoft

Oracle

Service now

Data science

Other platform consulting

Security/Cybersecurity

IT infrastructure



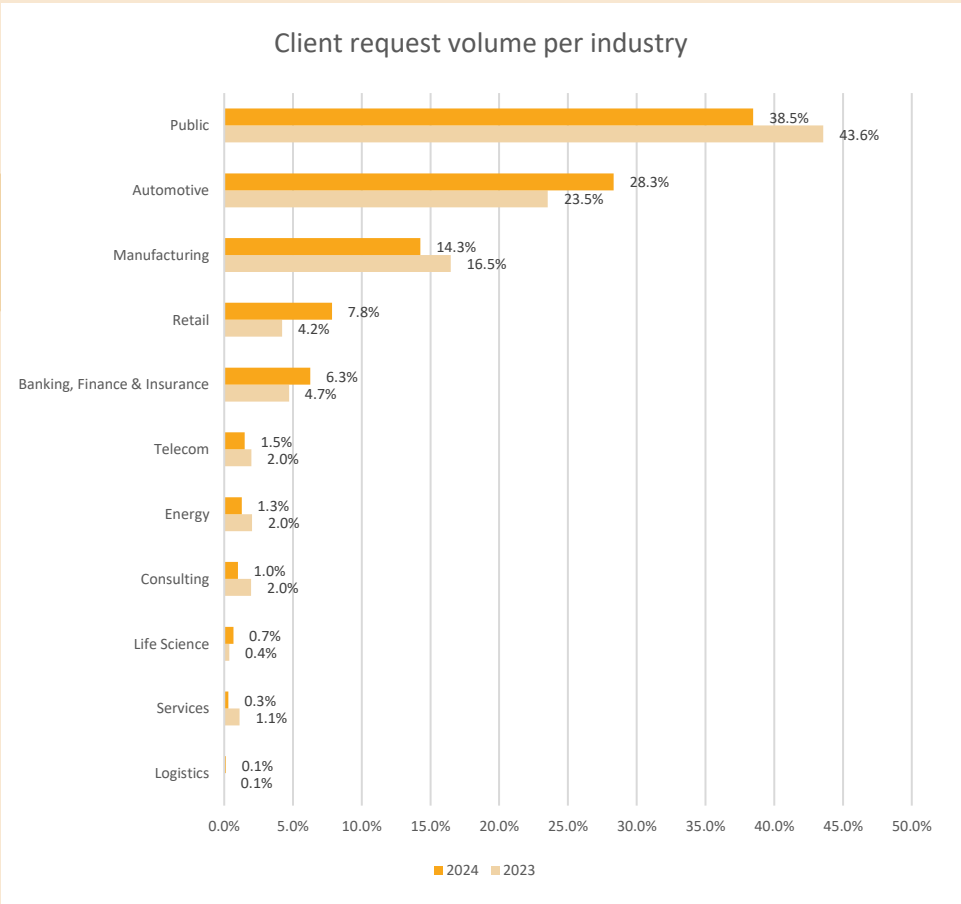
Summary

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.



Client request distribution per industry



"During 2024, the public sector accounted for the largest share of requests. However, the main increase comes from the automotive and retail industries.

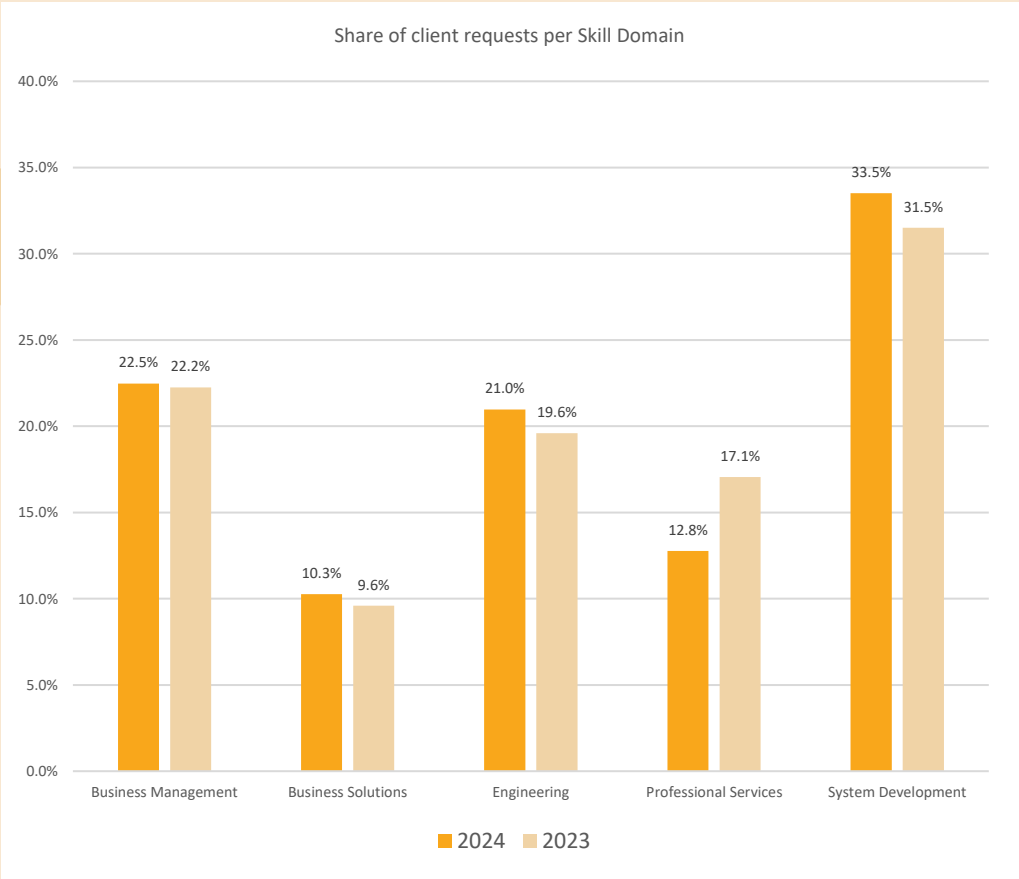
Within automotive, the growth is driven by rapid developments in EVs, autonomous driving, connected vehicles and the increasing need for specialized expertise in digital transformation. Within retail the main drivers we see are changing consumer preferences and an improving economic landscape.

Both these sectors present significant opportunities for businesses to innovate and expand their services to meet evolving market demands, something we hopefully will see more of during 2025."

Daniel Werner
Head of Sales
Ework Group Denmark



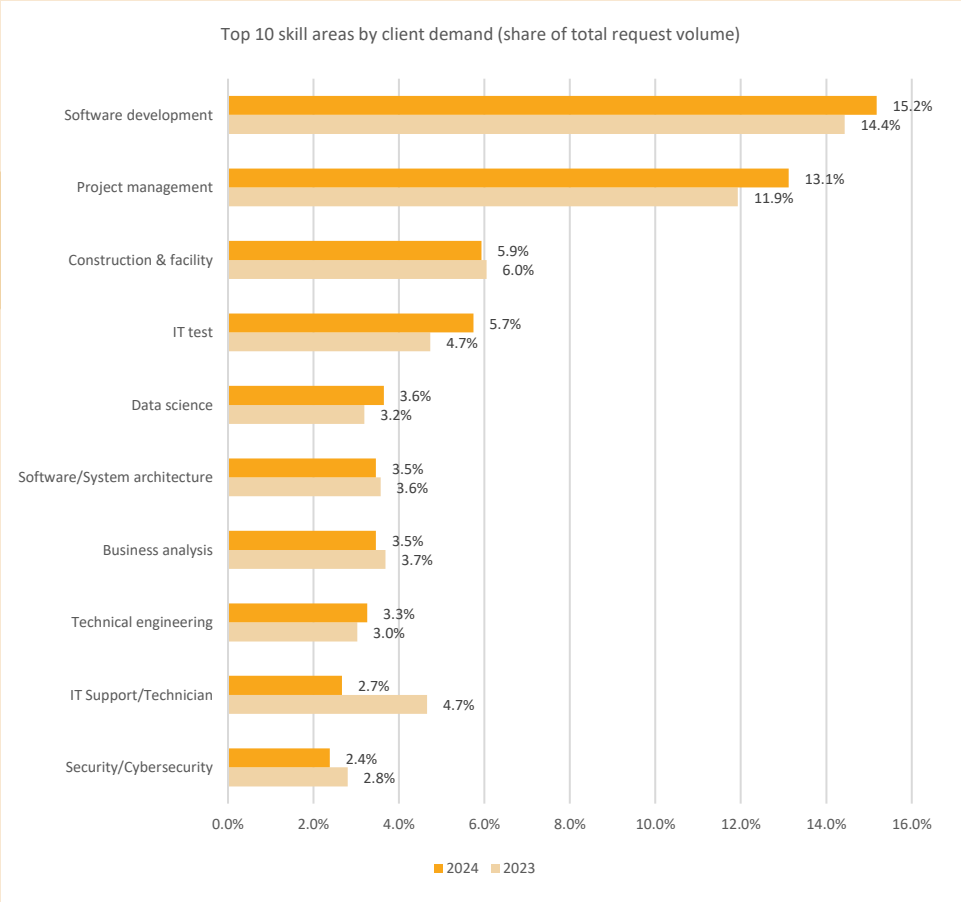
Client request distribution per Skill Domain



We see a relatively stable skill domain distribution of requests for Sweden from 2023 to 2024. There is a slight increase in all skill domains, above all within Engineering and System Development, at the expense of Professional Services. The drop in requests in Professional Services are mainly within IT Support and Administration, which are skill areas that could be at risk due to AI advancements.



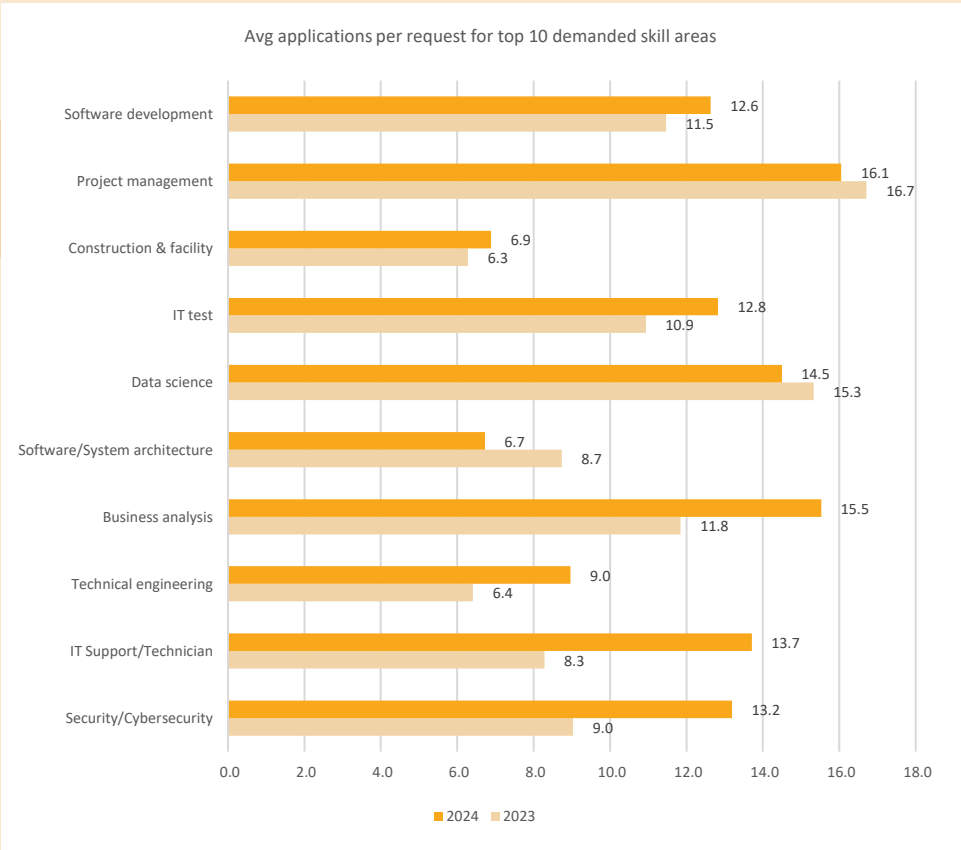
Most demanded skill areas



Our most in-demand skill areas, Software development and Project management, have gained even more ground during 2024 compared to 2023. Increasing amounts of Project management requests are generally positive as an indicator of a market where new projects are started, leading to increased demand in other areas too.



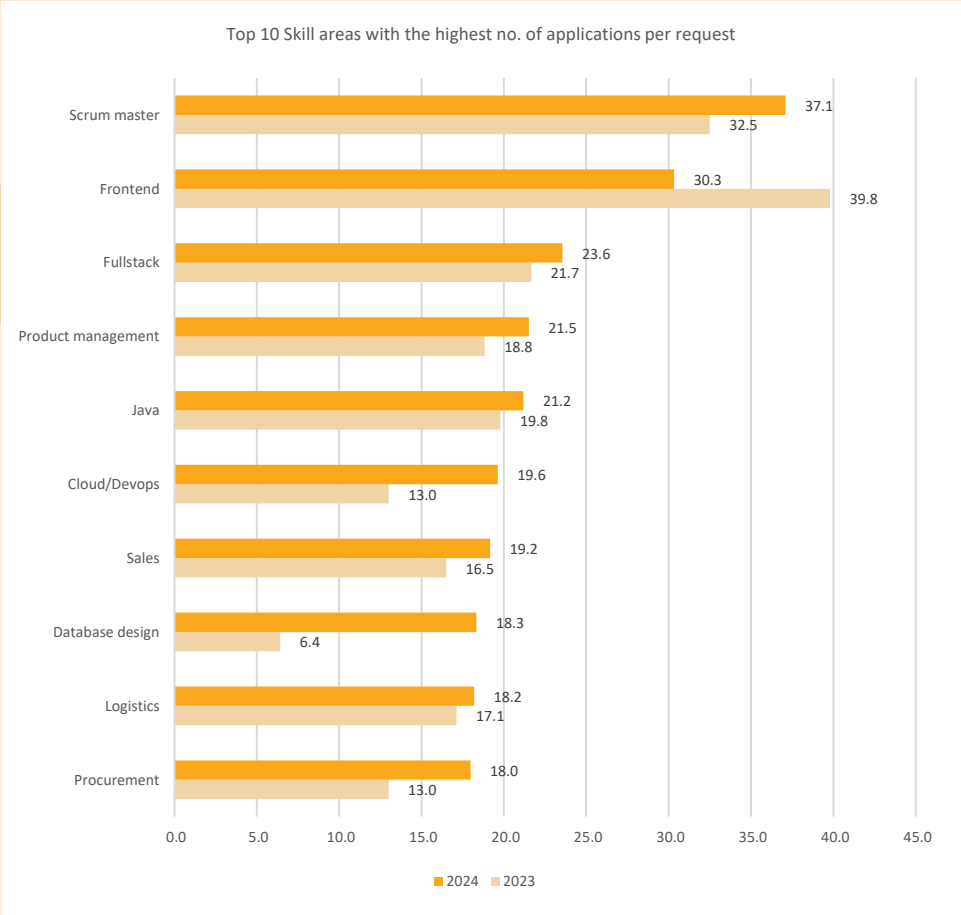
Average number of applications in most demanded skill areas



"Although, we continue to see high application volumes in many skill areas, in particular within Project Management roles for example, the application volumes have come down a bit from peak volumes in late Q3, Hopefully what we see now is a shift in trends, that the market is stabilizing, and that we are now starting to see a more confident market, with increased assignment volumes from the market."



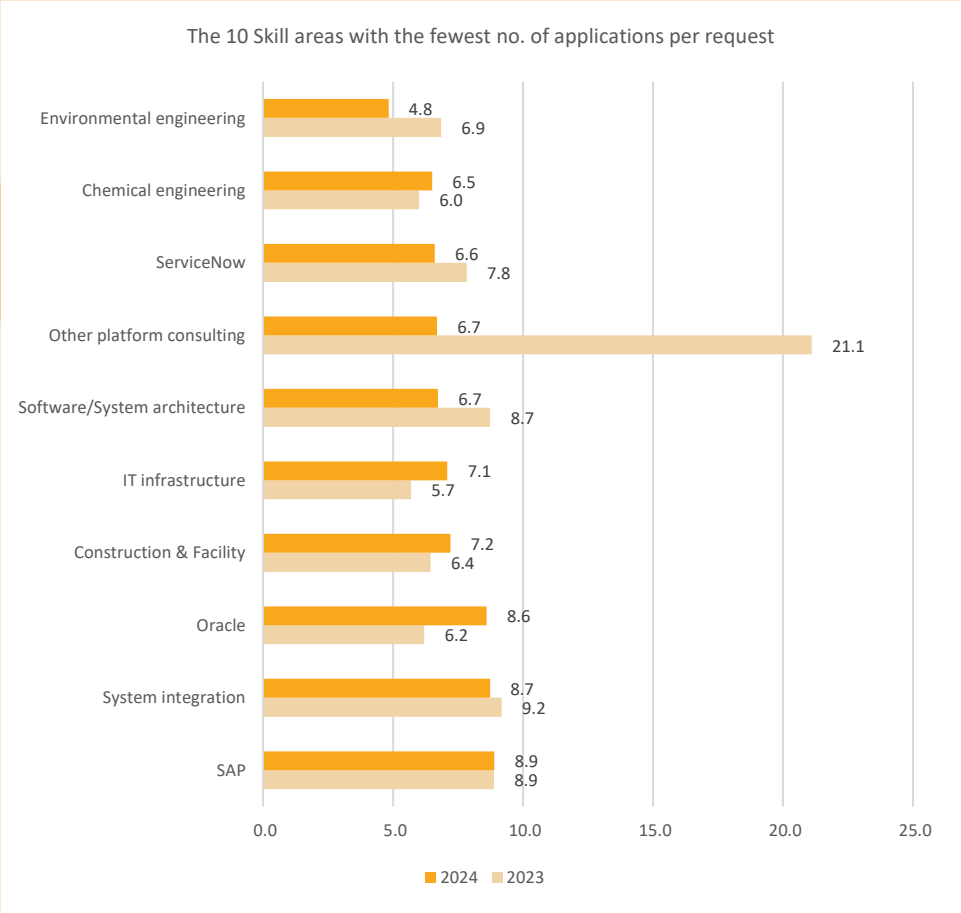
Most competitive skill areas



The Scrum Master skill area continues to be one of the most competitive fields, likely driven by the surge in demand observed in recent years. Similarly, frontend development remains highly competitive despite a slight decline compared to 2023.



Least competitive skill areas

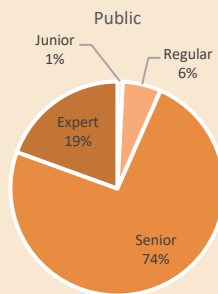
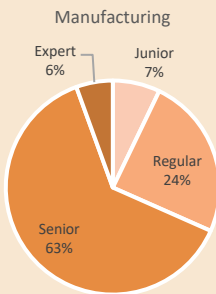
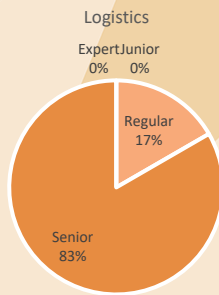
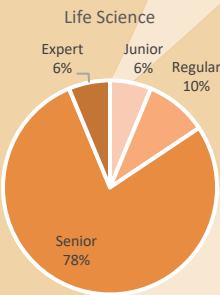
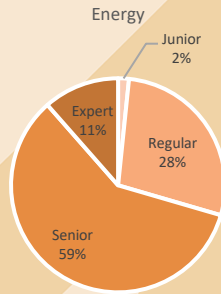
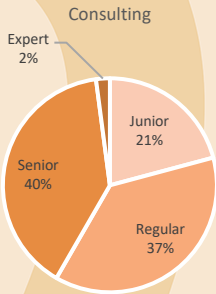
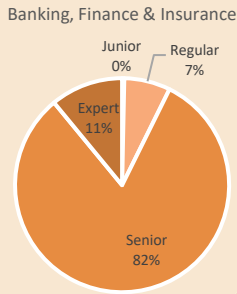
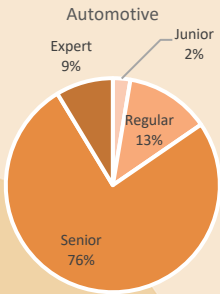


An overview of the least competitive skill areas could provide insights into where there is significant potential for growth and opportunities to gain a competitive advantage. The Environmental Engineering field has seen exceptionally few candidates during 2024, tightly followed by the Chemical Engineering and ServiceNow fields.

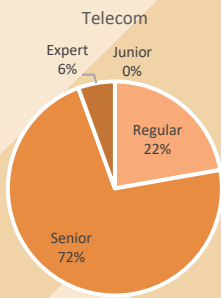
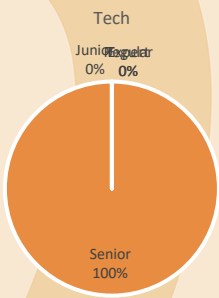
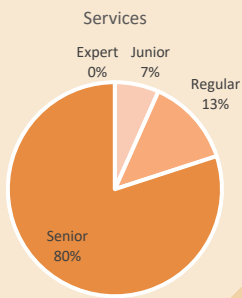
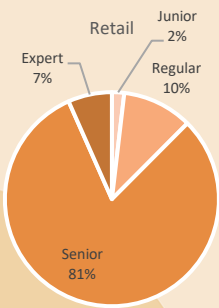
Christian Nygren
Head of Talent Acquisition & Network Development,
Ework Group



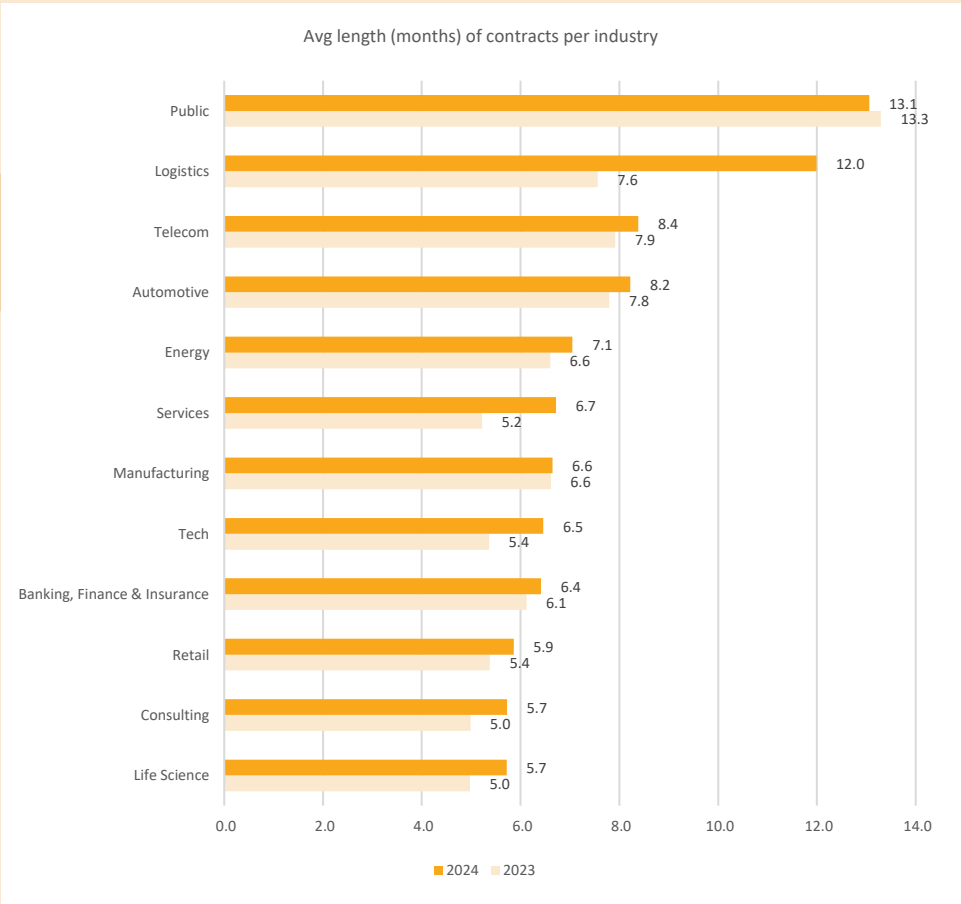
Demanded seniority level per industry



Demanded seniority level per industry



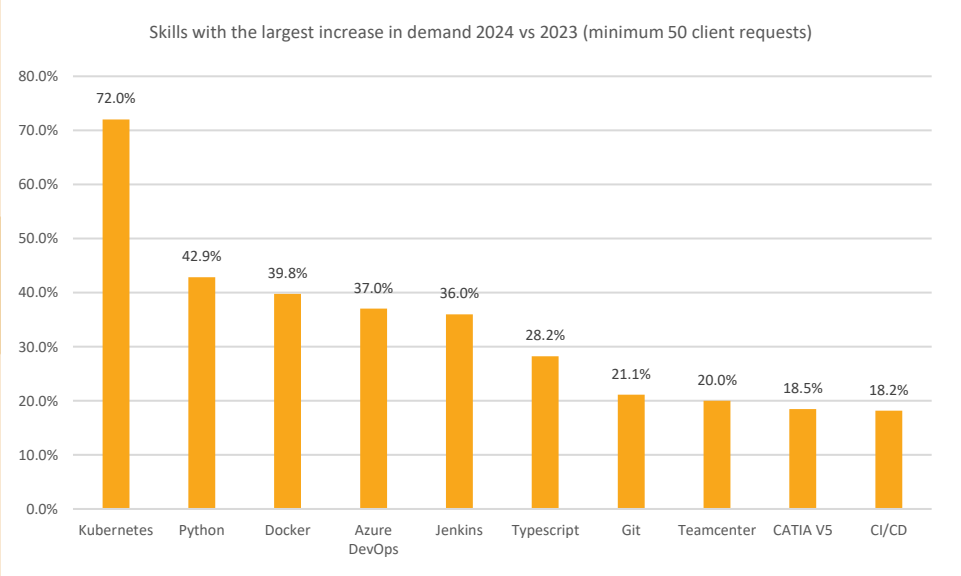
Contract length per industry



Very interesting to see the big difference in the Logistics industry, where the average contract length has increased dramatically. In general, we see a quite stable contract length and are optimistic about the slight increase we see in many industries.



Most trending skills



We see a huge surge in the demand for Kubernetes skills, which is probably an effect of increased containerization and cloud migration, increased need for scalability and flexibility as well as more companies incorporating multi-cloud strategies. Another interesting hypothesis that goes well along with the big Python demand is AI and big data usage, where Kubernetes is increasingly used to orchestrate computing resources efficiently.

Top 10 demanded skills 2024
1. Project Management
2. Python
3. Agile
4. SQL
5. Java
6. Git
7. Kubernetes
8. CI/CD
9. Azure
10. Devops



System Development



”

Software Development shows stable demand despite minor decline (-0,5% compared to Y23), while **IT Test** (+2,2%) and **Cloud/DevOps** (+1,2%) are on the rise. Increasing needs in **AI/ML** (+1%) and **Database Design** (+2,1%) hint at a shift towards data-driven and intelligent solutions.

The robust growth in **Automotive** (+7%), **Retail** (+4,5%), and **Banking, Finance & Insurance** (+1,7%) aligns with these skill trends as industries are investing in digital transformation. Meanwhile, reduced focus in **Public Sector** (-4,8%) and **Manufacturing** (-1,9%) may reflect budget cuts or slower tech adoption.

Senior profiles are in demand, especially in areas with rising or stable demand, such as **Cloud/DevOps, IT Test, Software/System Architecture** (-1%), and emerging fields like **AI/ML**.

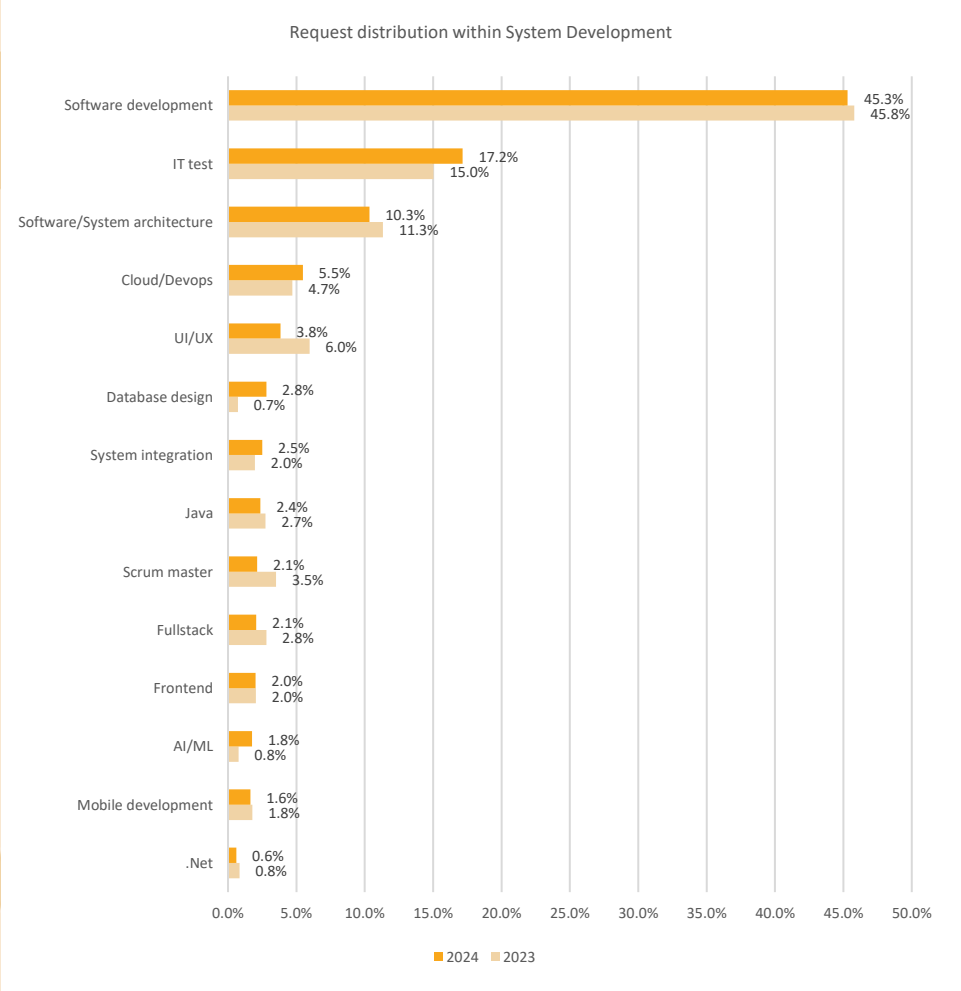


Casandra Averfalk

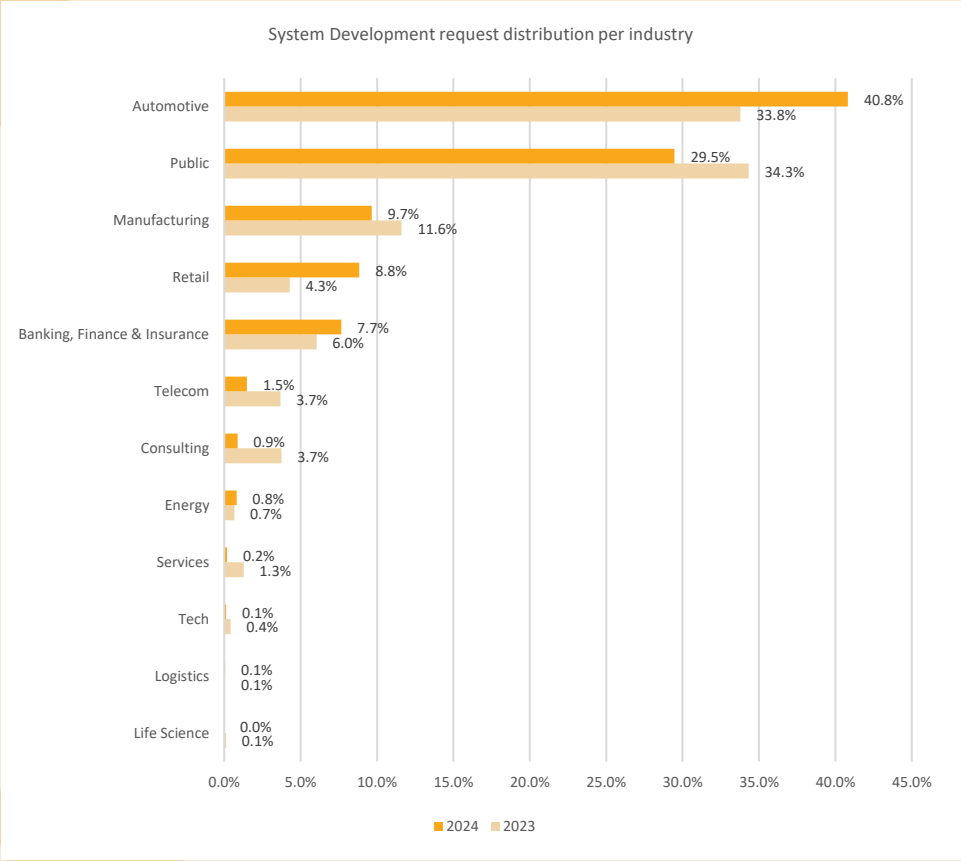
Skill Practice Lead, System Development,
Ework Group



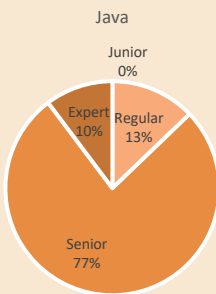
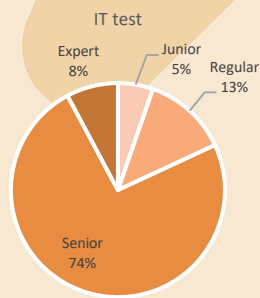
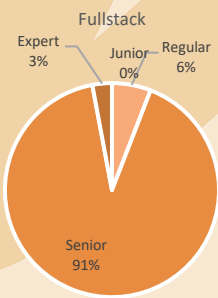
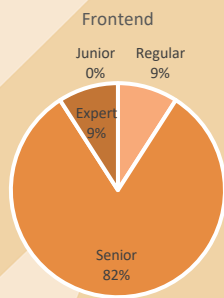
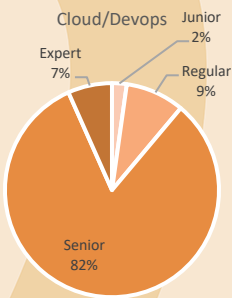
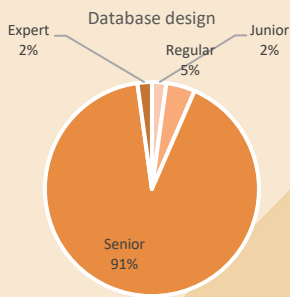
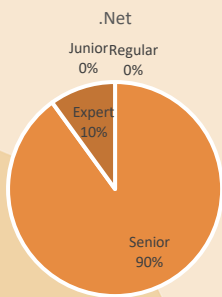
Client request distribution per skill area



Client request distribution per industry



Seniority level distribution per skill area

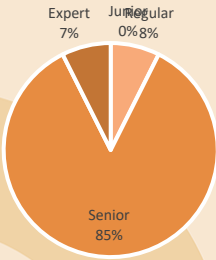


General

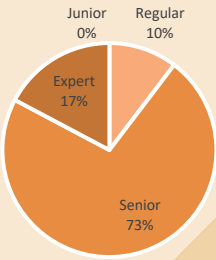


Seniority level distribution per skill area

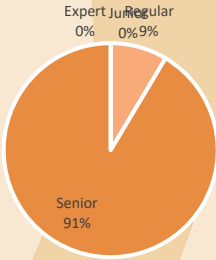
Mobile development



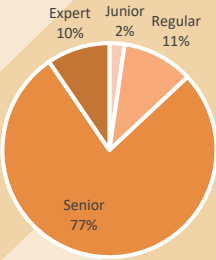
AI/ML



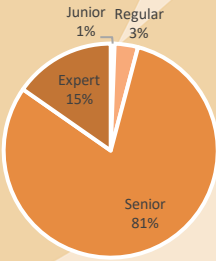
Scrum master



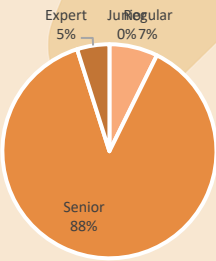
Software development



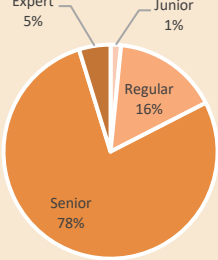
Software / System architecture



System integration



UI / UX



Engineering



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For Engineering Sweden, we saw an increase in the demand of **Mechanical Engineers** and **Embedded Developers**, underpinned by a strong development within the **Automotive Industry** segment. **Construction & Facility** remains the largest skill area, accounting for 37.5% of requests. However, this is a decline from 44.9% in 2023, indicating a shift towards a more diversified demand in engineering competencies.

Looking at industry segments, the **Public** sector continues to dominate, although its share has declined from 53.9% to 48.2%. This suggests that projects are becoming more distributed across private industries. As previously hinted at, the **Automotive** industry has increased from 19.5% to 25.5%, signaling growing demand for engineering expertise within the sector, which has been continuously strong in a shaky market.

In summary, we see that the Engineering demand is diversifying, as **Construction & Facility** is decreasing while **Embedded Development** and **Mechanical Engineering** are growing. New sectors such as **Life Science** are beginning to emerge, indicating potential future demand for specialized engineering roles.

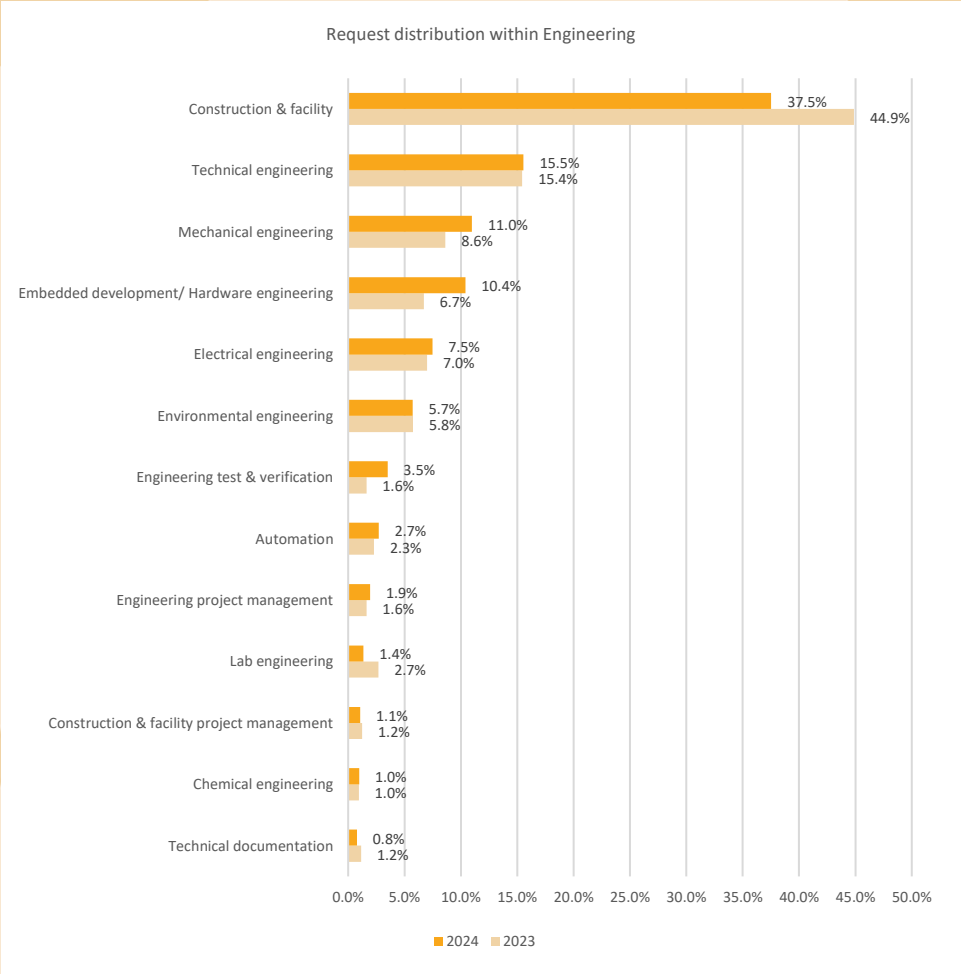


Michael Hellman

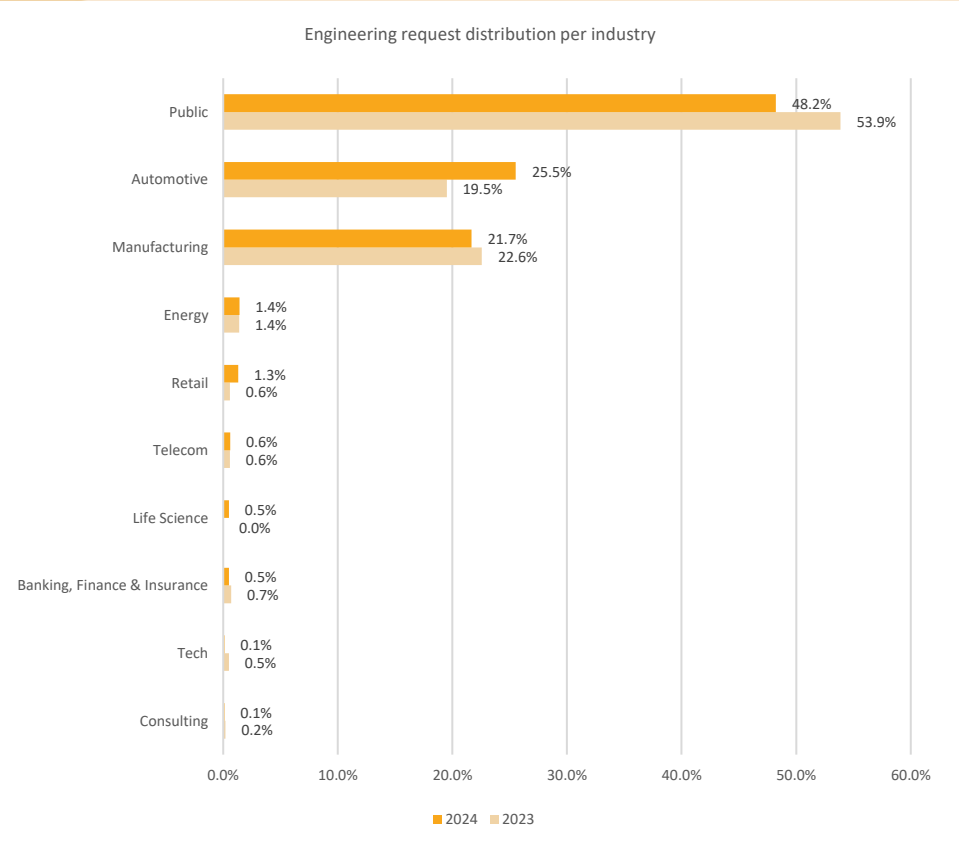
Skill Practice Lead, Engineering,
Ework Group



Client request distribution per skill area

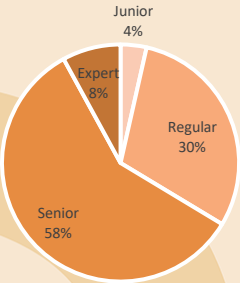


Client request distribution per industry

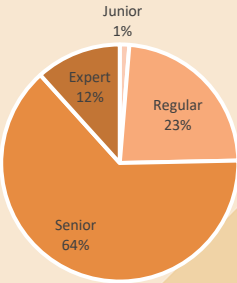


Seniority level distribution per skill area

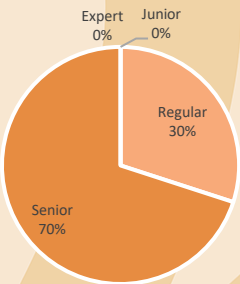
Mechanical engineering



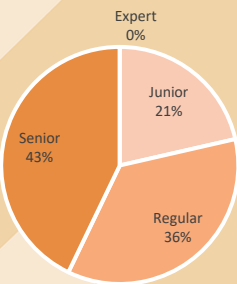
Electrical engineering



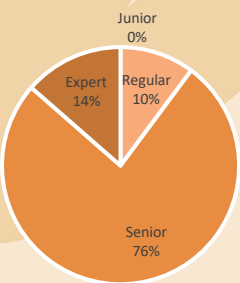
Chemical engineering



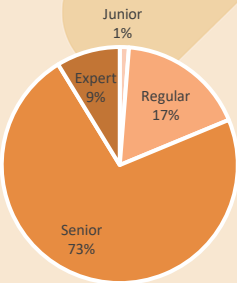
Lab engineering



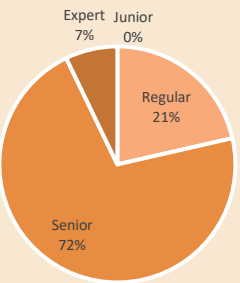
Environmental engineering



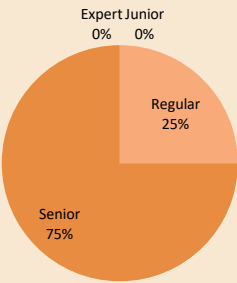
Technical engineering



Automation

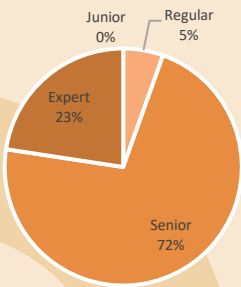


Engineering test & verification

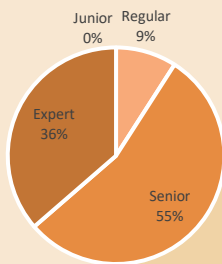


Seniority level distribution per skill area

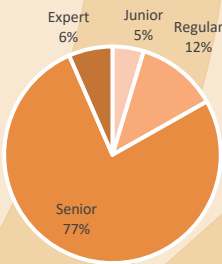
Construction & facility



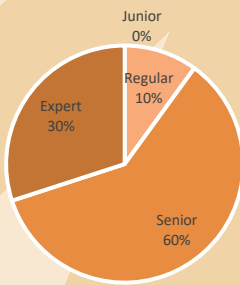
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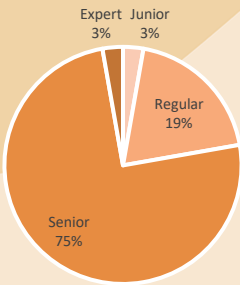
Embedded development / Hardware engineering



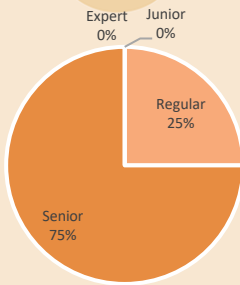
Engineering Project management



Engineering test & verification



Technical documentation



Business Management



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Project Management continues to dominate the Business Management skill domain, growing from 52.6% to 58.3%. This suggests an increasing in structured execution, strategic planning and leadership driving change. Likely driven by digital transformation initiatives and evolving business needs. Companies rely on experienced project managers to oversee strategic initiatives, improve efficiency and drive innovation, while managing cost control and meeting deadlines.

While the **Public sector** remains the industry with the highest demand, there is a slight decrease from 50.5% to 48.7%. Meanwhile, **Retail** and **Banking, Finance & Insurance** sector has shown growth in 2024, this can depend on:

- New compliance requirements within the **BFI** sector
- **Retail** companies investing in supply chain optimization, e-commerce and digital customer engagement

Across all skill areas, seniority levels are highest at the senior level and lowest at the junior level. While Expert level and Regular are between 5-20%. Indicating a clear preference for highly experienced professionals. The low number of junior roles may pose future challenges if we don't develop and retain new talent.

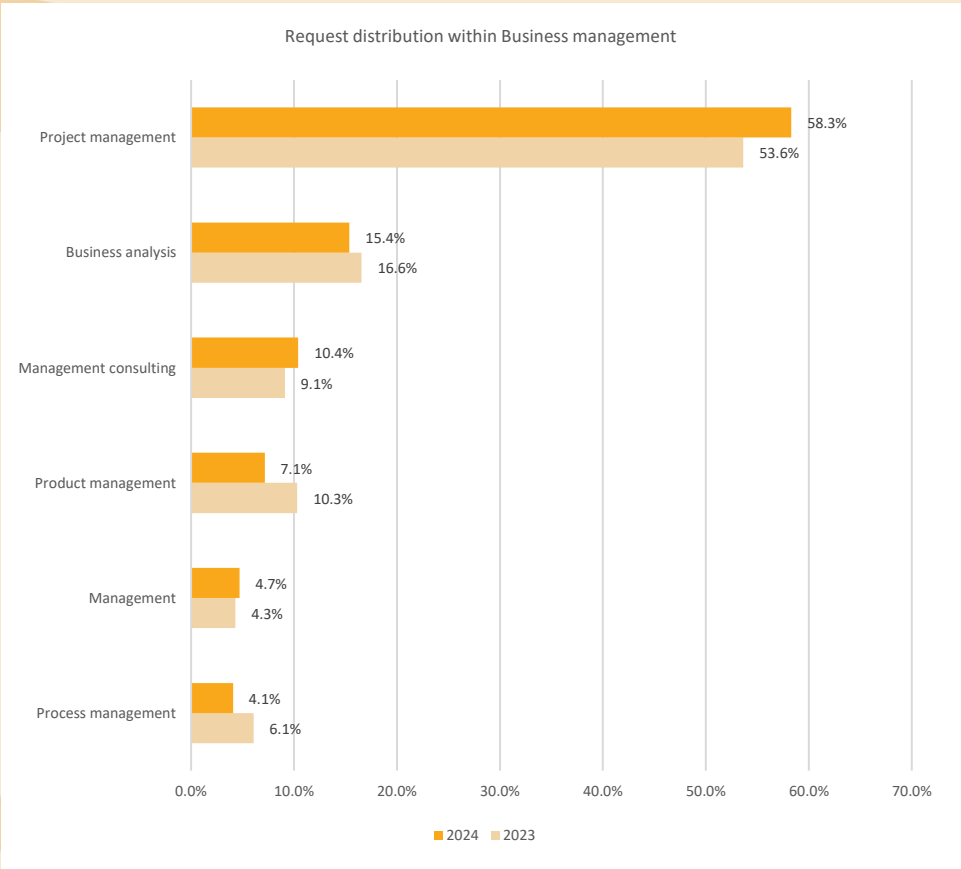


Selena Muratovic

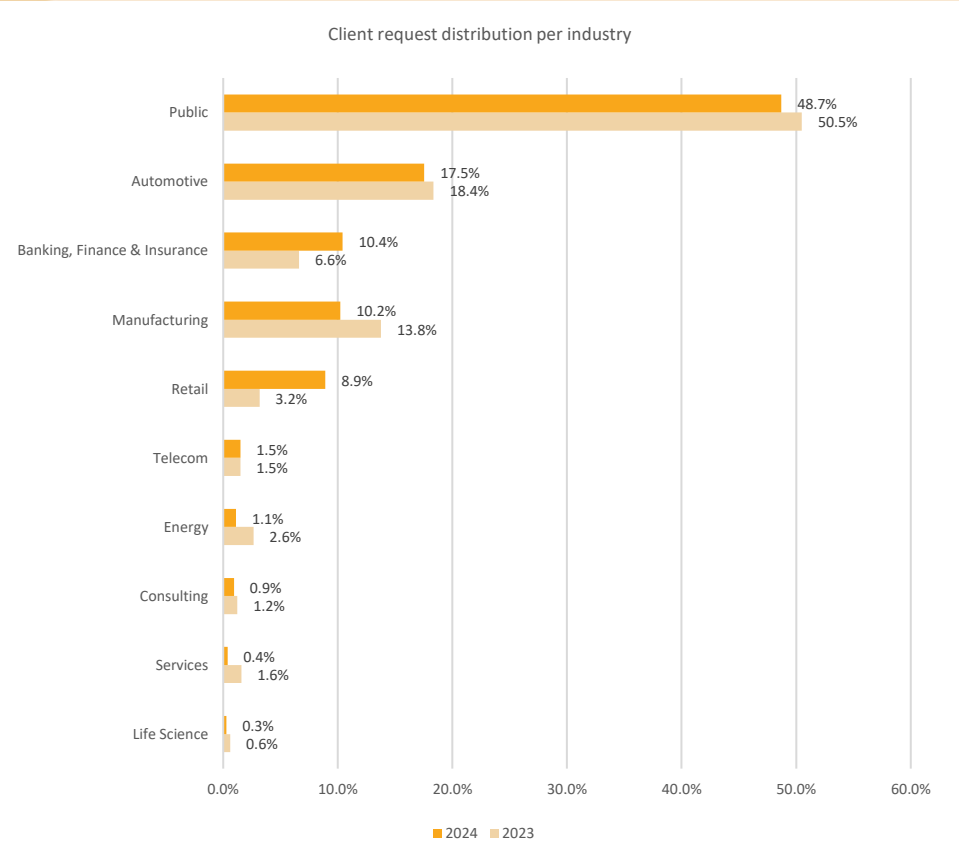
Skill Practice Lead, Business Management, Ework Group



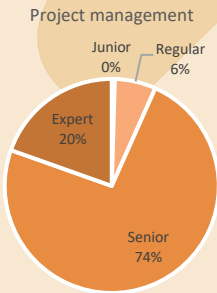
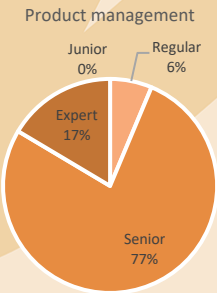
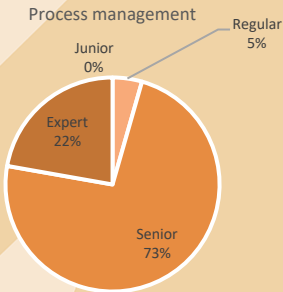
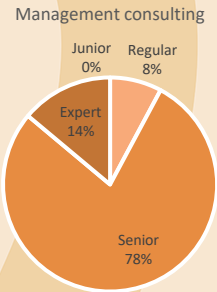
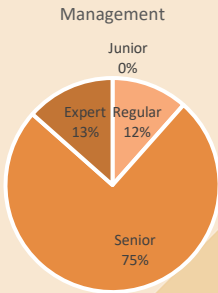
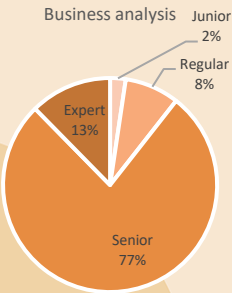
Client request distribution per skill area



Client request distribution per industry



Seniority level distribution per skill area



Business Solutions



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*In 2024, as in the previous year, **Data Science** has remained our most demanded skill area within Business Solutions, accounting for over a third of all client requests within this skill domain. In fact, **Data Science** ranks as Sweden's fifth largest skill area overall, with clients seeking **Business Intelligence Professionals**, **Data Analysts**, **Data Engineers**, and **Data Scientists**. **Power BI**, **SQL**, and **Python** are among the most requested skills. **Data Science** is also the most competitive skill area within Business Solutions, suggesting that the demand for these professionals remains strong in a highly competitive market.*

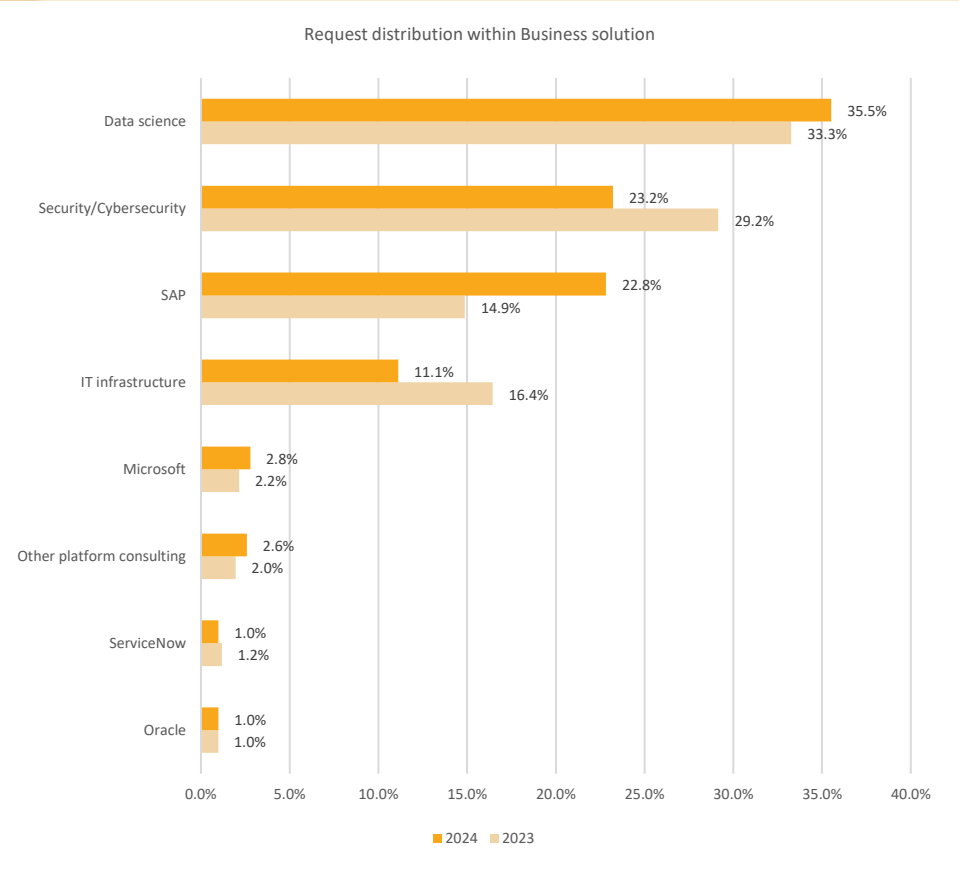


Anniken Sundby

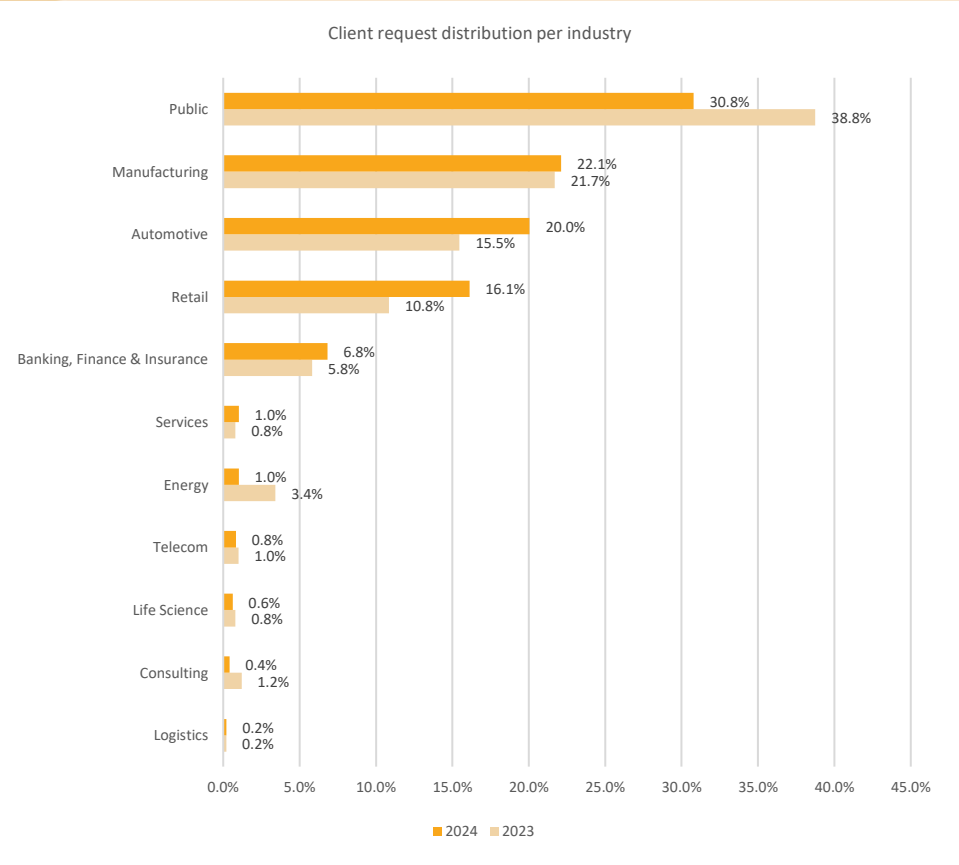
Skill Practice Lead, Business Solutions,
Ework Group



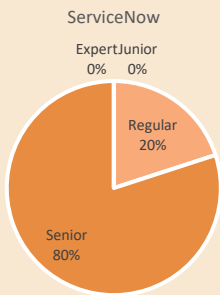
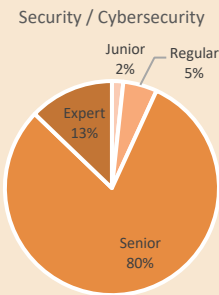
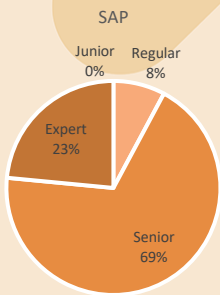
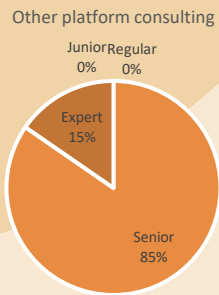
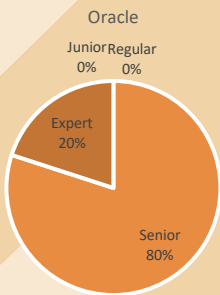
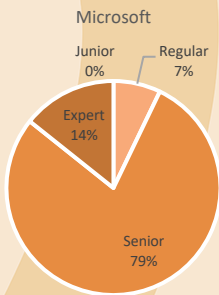
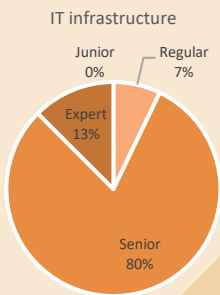
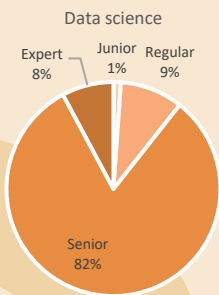
Client request distribution per skill area



Client request distribution per industry



Seniority level distribution per skill area



General

Professional Services



”

*Ework Sweden's data shows that **Procurement** and **Finance** are on the rise, now tied for second place within the Professional Services domain, each holding a 15.0% share of requests in 2024. **IT Support/Technician** remains the most in-demand skill area, though its share has declined from 27.3% in 2023 to 20.9% in 2024.*

*While the **Public** sector remains the leading industry, the **Automotive** sector is rapidly gaining ground, increasing from 21.3% to 26.8%, while the **Public** sector declines from 38.4% to 30.8%.*

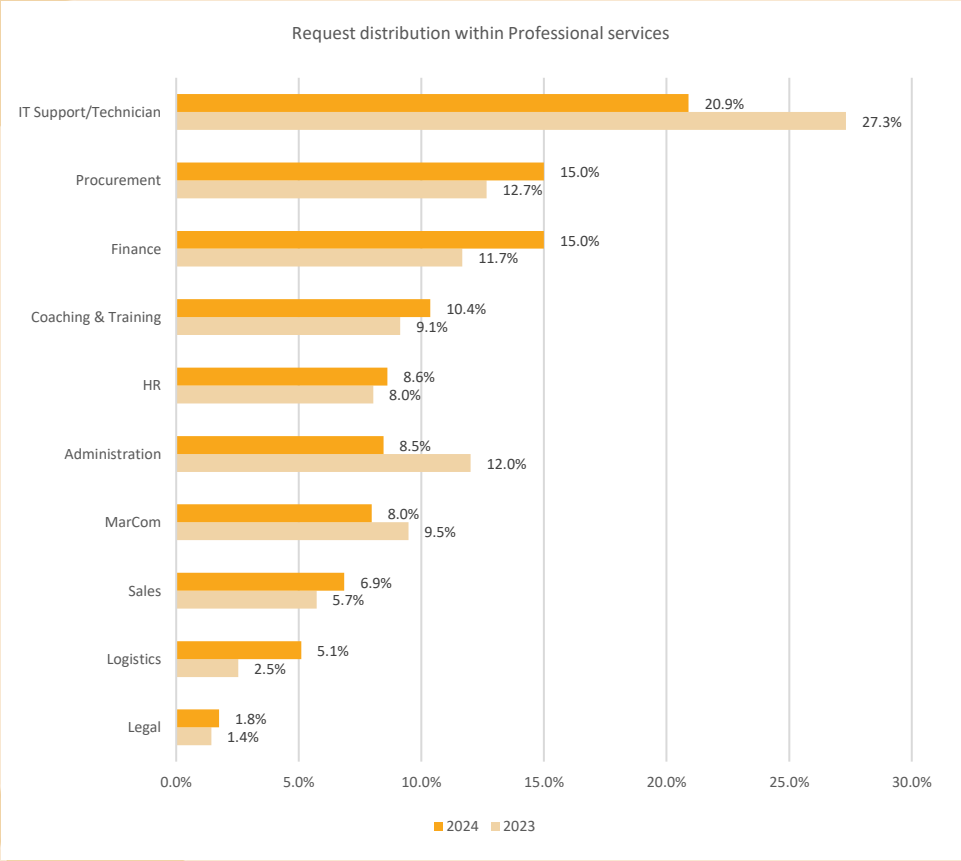


Rami Laakso

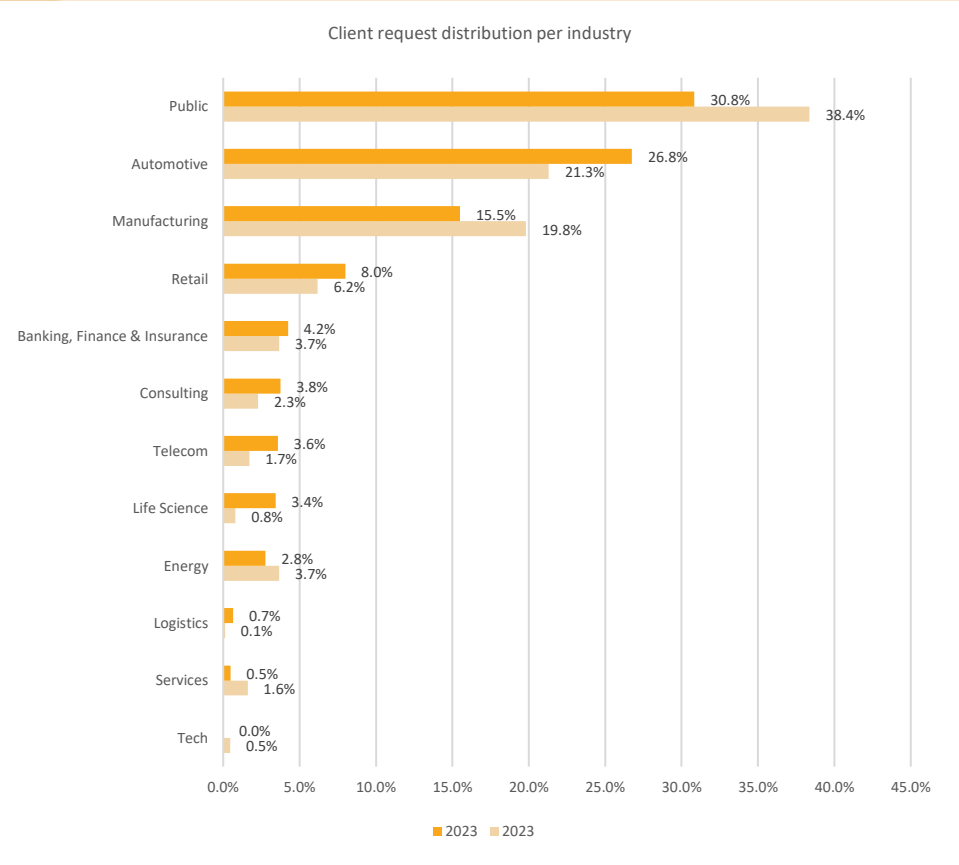
Skill Practice Lead, Professional Services,
Ework Group



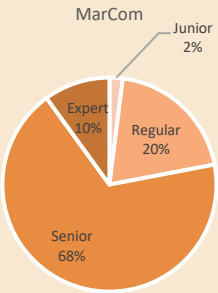
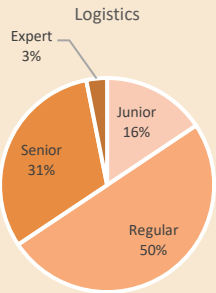
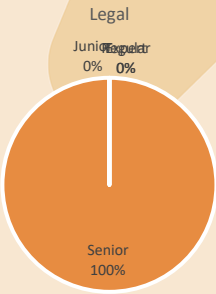
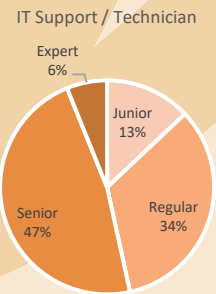
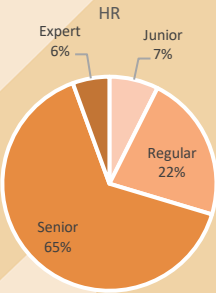
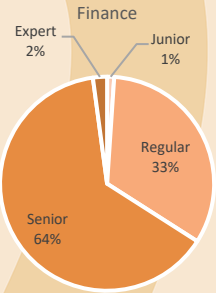
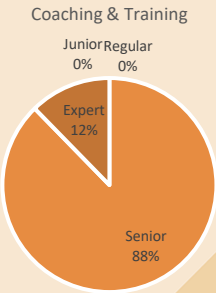
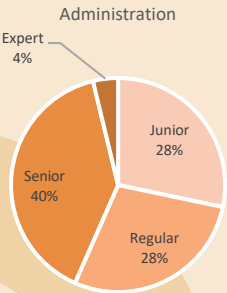
Client request distribution per skill area



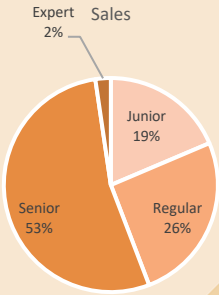
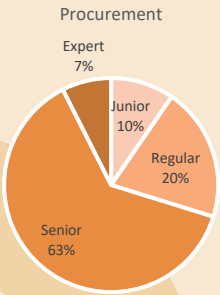
Client request distribution per industry



Seniority level distribution per skill area



Seniority level distribution per skill area





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